

Deregulation at Ryerson

Growing crisis in access to education say students.

THE board of governors of Ryerson Polytechnic University has approved a new masters program in Computer Networks that will cost \$20,000 a year in tuition fees.

"It's a slap in the face to middle and lower income families," said Erin George, Ontario chairperson of the Canadian Federation of Students. "Students who can't afford to pay this amount will simply be shut out of the program."

Ryerson's administration says the fees have been set so high in order for the program to operate on a full "cost-recovery" basis. Administrators also say the high fees are justified given that graduates can expect to find lucrative employment.

"You can recover your expenses when you get employed," Mehmet Zeytinoglu, chair of Ryerson's electrical and computer engineering department, was quoted as saying.

However, George says the promise of well-paying jobs still does not help students from families who simply cannot afford the cost of tuition.

"Statistics Canada has already flagged the growing accessibility gap that is emerging between middle and lower income students and those from affluent backgrounds," George said.

"That graduates from this program will find jobs cannot be used as justification for ending access to education for middle and lower income students. The spectre of \$20,000 tuition fees is a nightmare for most students."

George is also concerned that the new program will have strong links with private industry. She says Cisco Systems is donating \$500,000 worth of computer equipment to the program and that the company will be offering students co-op placements.

"It's no accident that Cisco Systems was a sponsor of last year's Education Industry Summit, a forum for private corporations to compare notes on how to squeeze profits from the emerging post-secondary education market," noted George.

"Thanks to the policies of the Ontario government, it's clear what public-private partnerships mean for higher education in this province — one stream of education and employment for the affluent, and another for the rest of us." ■

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Simon Fraser University Accused of Hiring Bias



Simon Fraser University — Academic freedom furor erupts over professor's appointment to prestigious chair position.

David Noble's appointment to J.S. Woodsworth Chair challenged by Simon Fraser administration.

THE Simon Fraser University administration has been accused of attempting to block the appointment of David Noble as the J.S. Woodsworth Chair in the Humanities.

Noble, a professor of history at York University, was chosen by the department of humanities at SFU to hold the prestigious chair after an intensive search process. Noble was the unanimous choice of the search committee whose decision received the overwhelming support of the department.

The Woodsworth Chair, one of nine endowed chairs at SFU, was established in honour of J.S. Woodsworth — a clergyman, social reformer, member of parliament, and founder of the Cooperative Commonwealth Federation (CCF). The holder of the chair is to be an outstanding scholar and a person who engages in outreach to the community on issues of social justice and peace.

Noble's selection followed three days of interviews in January and an extensive check of about a dozen of his references, including such well-known scholars as Noam Chomsky (MIT), Stan Katz (Princeton and president of the American Council of Learned Societies), Seymour Melman (emeritus professor of industrial engineering at Columbia), Sheila Slaughter (professor of higher education at Arizona) as well as public figures such as Ralph Nader and Maude Barlow.

After the recommendation was forwarded to John Pierce, SFU's dean of arts, Noble was contacted by a private consulting firm asking permission to interview four additional people who were not in his academic

field, and who had no experience with him as a colleague, but all of whom had been involved in activities or enterprises about which Noble had been publicly critical.

Subsequently, some of Noble's own referees reported receiving telephone calls from this same firm in which they felt pressed for negative views about Noble. The firm asked other questions also, such as whether Noble could be counted upon to represent the university's views in his work as occupant of the chair.

Then, at the end of March, the dean of arts announced he would not support the department's recommendation of Noble. In his letter to John Waterhouse, SFU's vice-president academic and provost, Pierce is reported to have cited only Noble's refusal to cooperate with the external consulting firm hired by the SFU administration.

Noble has asked CAUT to look into the matter immediately, "as it appears to entail an egregious violation of free speech, academic freedom and established academic practice."

CAUT president Tom Booth expressed serious concern. "It appears as if the SFU administration does not like Noble's politics and is trying to kill the appointment," Booth said.

"The procedure being followed raises serious questions about the university administration's commitment to academic freedom. CAUT will be following the situation closely and will do whatever is necessary to protect academic freedom and due process." ■

RCMP Quiz Lethbridge Prof over Summit

THE RCMP quizzed a University of Lethbridge professor about his role in organizing an indigenous rights conference coinciding with the Quebec City Summit of the Americas later this month.

Tony Hall, associate professor of Native American studies, said a member of the RCMP's national security investigations section questioned him on campus for 45 minutes concerning his attendance at the Quebec conference and material he had written critical of the proposed Free Trade Area of the Americas.

"In all my professional life, I've never run into this kind of thing," Hall said. "Why am I being questioned by national security for raising these issues? I'm just doing the job that is expected of me as a professor."

Ian McKenna, chair of CAUT's academic freedom and tenure committee says the RCMP may have violated Hall's civil rights and his academic freedom.

"CAUT is extremely disturbed by what we would see as a breach of academic freedom," McKenna said. "Tony's academic areas are very much the issues raised by the FTAA and the impact of unrestricted development on aboriginal people. Unless they're investigating a crime, the RCMP has no business singling him out."

Hall said he tried to explain the importance of academic freedom to the RCMP security official during the questioning, but these concerns seemed to be dismissed. The official explained that Hall was being questioned because his activities fall into a "grey area" and demanded the names of those helping to organize the indigenous rights conference. Hall refused to provide any names.

Michael Kubara, a fellow professor at Lethbridge and a former member of CAUT's AF&T committee, says the questioning looks like a form of harassment designed to intimidate Hall from participating at alternative events around the summit.

"Even if there were no threats, the very gesture is threatening," Kubara said. "People are quite reasonable to be worried about this."

Kubara added that in his five years on the AF&T committee, he never encountered a similar case of police intimidation.

See RCMP Page A10

BOOKSHELF

The intrusion of big business into academia's ivory tower.

See Page A11

COMMENTARY

Talk of crisis prompts hope for more funding.

See Page A13

Letters

A2

Commentary

A3

Audiences locales

A6

Halifax Hearings

A7

Carrières

B1

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LETTERS COURRIER

Vigilance Key to Keeping Universities Relevant

The thoughtful commentary by Jeremy Richards (*Bulletin*, March 2001) will undoubtedly strike a responsive chord among many of us.

Mutual trust between universities and government can be nurtured by placing increasing numbers of the best graduates into the political arena. We must teach our students well and make their university experience meaningful, so that they champion education throughout their lives. Congratulations upon graduation may be by e-mail and no longer be handwritten. But the principle of individual attention needs to be upheld on a daily basis to assure students maintain positive views of the educational process.

We must encourage administrators who value education and research and preach to them constantly. The slippery slope to commercialization is not a must if determined positions of administrators, resulting from consulting with faculty, are supported by boards and alumni.

Yes, we are attacked from all sides with lucrative research proposals and yes, we must fight to reaffirm that universities are where fundamental work is done. Astute directors of research and managers, with the proviso that they have scientific training, know their companies will deteriorate if the "cutting-edge" university research well dries up.

Bombardment by publishing companies to use multimedia need not have a negative impact on teaching. The experienced teacher will adapt what is best and pitch the hype. A CD with animation or a professionally prepared transparency can have a major impact on the current student trained by TV to take in information at nanosecond speed.

Since governments control the birth of universities-for-profit, it is a matter of urgency that the message of Richards and similar commentaries are in daily newspapers across the country and not only nodded to by us.

There are more interesting things to read than Maclean's evaluation of us. But since our students do read

this, it is our duty to teach them to read critically. We must also invite the editors of Macleans to our campuses more often to convince them to highlight brain power and social interaction without GAP and Coca-Cola glossies.

VICTOR SNIEKUS
Chemistry, Queen's University

Growing Private Universities

The Ontario government wants to open "private" universities. Since, unlike businesses which can grow slowly, universities have very high start-up costs, the organizations best poised to start and run private universities are the public ones. Here are my suggestions on steps that can be taken to convert public universities into private ones:

1. Encourage universities to seek funding from private sources. This can be accomplished by slowly cutting public funds, and providing "matching" funding where the level of public support is tied to the private support received.

2. Replace the academic operating model and culture by corporate ones.

3. Initiate a few pilot for-profit programs to test the private program concept and get academics used to the idea. Start with MBA programs because business faculties will be naturally more responsive than other faculties. Then continue with other graduate programs (they are small and thus better testing grounds). They are also considered elitist by the general population so it will be much harder to defend the concepts of accessibility and affordability for these programs.

4. Measure the performance and profitability of existing programs.

5. Slowly shut down the non-profitable programs and replace them by profitable ones.

Does this sound like your university? If so, you have nothing to fear from private universities because you will be working for one very soon.

SOPHIE QUIGLEY
Mathematics, Physics & Computer Science
Ryerson Polytechnic University

BC Boosts Education Funding

THE NDP government of British Columbia is providing a big financial boost for the province's colleges and universities, increasing funding by more than 9 per cent.

The funding announcement was made in last month's provincial budget which unveiled \$40 million to fund more than 5,000 new student spaces and a commitment to invest \$505 million to build and improve new schools, colleges and institutes. The new funding was applauded by college and university teachers.

Maureen Shaw, President of the College Institute Educators' Association of BC, said she was pleased to see \$20 million budgeted to compensate post-secondary education institutions for the recently announced five per cent reduction in tuition fees.

Shaw said educators will be working with government and institutions to ensure the increase in funding for post-secondary education institutions assists in keeping qualified faculty and attracting new faculty. She noted that the college and institute system could see between one-third and

one-half of faculty members retire over the next decade — presenting a challenge for the system.

"We expect the government will also recognize that improved compensation will be needed to improve faculty working conditions and to ensure competitive salaries and benefits," Shaw said.

The province's university professors also commended the government's increased investment in post-secondary education.

"These funding increases are necessary if BC's universities are to continue to provide high-quality education for British Columbians," said Darwyn Coxson, president of the Confederation of University Faculty Associations of British Columbia. "Subsequent budgets must continue to close the funding gap, increase educational opportunity, and support the world-class research conducted at our universities."

The budget also provides a one-time payment of \$23 million to assist universities in meeting the increased costs of research. ■

Les étudiants auront congé pour protester

LE Sénat de l'Université Concordia a pris une décision sans précédent en votant en faveur du report des examens finaux des étudiants qui veulent aller manifester au sommet des Amériques à Québec.

Environ 9 000 personnes sont attendues au sommet des chefs d'État de 34 pays de l'hémisphère occidental qui se réuniront pour discuter de la conclusion possible, d'ici 2004, d'un accord de libre-échange de l'hémisphère qui s'appellera Accord de libre-échange des Amériques.

On attend un grand nombre de manifestants anti-monialisation à cette occasion.

La décision de l'Université Concordia permettra donc aux protestataires étudiants d'assister au sommet à Québec.

Les étudiants dont les examens auront été reportés devront les faire à une date qui sera officiellement fixée plus tard au cours de l'année. ■

Entente intervenue à l'Université Brock

LE 31 janvier dernier, l'association des professeurs de l'Université Brock a mis un terme à neuf mois de négociations avec l'administration en concluant sa deuxième convention collective.

La convention collective a été ratifiée le 14 février par une majorité écrasante de membres de l'association.

La convention collective de trois ans comprend les majorations suivantes pour les professeurs et les bibliothécaires : une hausse des salaires moyenne de 5,4 p. 100 (taux maximal) en un an, des augmentations salariales pour la deuxième et la troisième années qui seront déterminées au moyen de la médiation ou de l'arbitrage, l'amélioration de la protection du droit d'auteur, la bonification des avantages des membres à la retraite et une hausse du remboursement pour le perfectionnement professionnel à chacune des trois années de la convention. ■

Traduit de l'article « Concordia Students Granted Leave to Protest at Summit » (*Bulletin* de l'ACPPU, mars 2001).

Traduit de l'article « Brock Signs New Agreement » (*Bulletin* de l'ACPPU, mars 2001).



President's Column

Decoding the Educational Services Negotiations

By TOM BOOTH

MY September column suggests that current GATS negotiations on education could lead to disassembling our teaching and research activities. Predicated on principles of scholarship, our profession will be unbundled and its component parts classified as services for trade.

We will witness reconstruction of our academic effort with open entrance of foreign institutions, limitation of public participation in the institution, loss of institutional control of accreditation, and diluted student aid programs as well as research support.

Unfortunately, the move toward bringing higher education to the trade table is now accelerated, giving rise to worries more serious than previously expressed.

Elsewhere in this issue you read that Trade Minister Pierre Pettigrew recently announced Canada's intention to export educational services through GATS negotiations without having to open up our system to foreign entry.

The reality is that senior trade experts believe the Canadian government negotiators will not be able to protect internal educational "services" whilst entering into external education markets. Certainly, we have cause for increased concern.

Not only are resident hiring procedures, accreditation, public participation, integrity of institutions, and financial arrangements in support of scholarship threatened but, if the full force of GATS is applied, serious question arises about possible venues of attack on university governance.

In a recent presentation to the National Education Association, Carolyn Allport, president of the National Tertiary Education Union (Australia), recognized several problems coming from unrestricted access for external interests.

Inclusion of "associated entities" into the university with access to internal funds has accompanied lowering trade barriers. Such entities receive little or no attention of university governing bodies. Also, "mirror image" private universities with "... none of the broader governance structures of the public university," have been created.

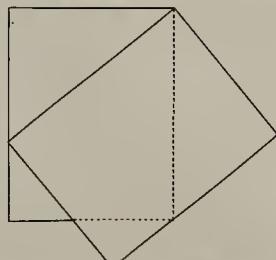
Allport suggests inclusion of associated entities or the formation of private mirror companies shifts elements of university operations away from any regulatory framework and collegial governance, questioning "whether decision-making bodies of the public university have any real say in the decisions and operations of corporate arms" of the university.

In the Canadian context, such developments would put us at risk. Dileep Athaide, President of the Capilano College Faculty Association, recognizes "we really need to be careful not to yield to the myth of securing foreign markets for our education providers, while protecting our public system in Canada."

In light of Trade Minister Pierre Pettigrew's statements and current trends, we can be convinced that Canada's position in the GATS negotiations will jeopardize our public education system. CAUT will be doing everything possible to get the government to modify its position before any agreement is signed.

Coverage

A page is placed on top of an identical page as indicated below, so that the top left corner of the top page falls on the top right corner of the bottom page, and the bottom left corner of the top page falls on the left side of the bottom page.



Explain why the top page covers more than half the area of the bottom page. (The hard part of this problem is to explain why the right edge of the top page does indeed cover the bottom right corner of the bottom page.)

Homework, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A9.

Redefining Academic Freedom Sets Dangerous Precedent

By JOHN WILSON

EVERY faculty association in Canada needs to know about the details of a recent arbitration decision at the University of Waterloo and needs to think about the defensive action which may need to be taken to guard against its consequences.

Decisions of this kind, once they are on the books, have a nasty habit of turning up as alleged precedents in the most peculiar places.

The report appeared only a short time ago and is still being considered by the parties but it is already clear that it has enormous consequences for the way we live at the University of Waterloo — to say nothing of its possible impact across the country — and so we have posted it on our faculty association's web site (www.uwfaccas.uwaterloo.ca). I would encourage everyone to take a look at it. I doubt if there has been a more significant document produced in the last 50 years in the effect it could have on all of us.

The case was dealt with in hearings held in January regarding two grievances which began last fall, one by mathematics professor Stanley Lipshitz and the other by the faculty association, which were combined because of a number of elements they had in common.

In assessing the consequences of the arbitrator's report, however, we have to set aside the specific events which gave rise to it, namely the fact that an individual faculty member's grades in a mathematics course were changed by the dean without the instructor's permission, and look instead at the philosophy which underpins the analysis which explicitly informs the arbitrator's judgment. That philosophy was drawn by the arbitrator from the character of the argument developed at the hearing and it is — in short — wildly improper.

At its simplest, the case was that the assignment of grades to students is an integral part of teaching and is therefore a component of the academic freedom which we have always considered belonged to faculty members at the University of Waterloo and elsewhere and which is now enshrined in Article 6 of our Memorandum of Agreement with the university. Everyone involved, including the arbitrator, conceded that was so.

But then the administration, through its legal counsel, argued there were really two kinds of academic freedom in a university. One was of course the freedom of individual faculty members to ply their trade without improper interference and in the spirit of free inquiry which has always been taken to be the distinguishing characteristic between universities and other kinds of institutions in our society.

But there is as well, we were told, the academic freedom of the institution itself, and from time to time we had to expect these two kinds of freedoms would come into conflict. This perception was but

tressed by numerous references to court judgments in the United States, but none, as I recall, from Canada or elsewhere in the Commonwealth.

When I first heard this argument being developed by the university's lawyer I thought I had never heard such a specious description of something most of us call "institutional autonomy" — which is no doubt important in a country where nearly all our universities are public rather than private but which has absolutely nothing to do with the principle of academic freedom as it is commonly understood.

But then as I listened, I began to hear something else. That's not academic freedom at all, I said to myself, it sounds more to me like what in the trade union movement used to be called "management rights" (you know, "it's our factory, you just work here") and I thought would be easy to dismiss it as a quite inappropriate characterization of the nature of the managerial relationship in a university, where we are accustomed to notions of collegiality and cooperation.

The idea of academic freedom is fundamental to the idea of a university. It is what distinguishes us from a factory. It surely cannot be abridged at the whim of the management.

I was wrong. In his judgment the arbitrator asserted the article on academic freedom in the Memorandum of Agreement protected both individual faculty members and the people acting for the institution as a whole. He said "Article 6.4 maintains the rights and responsibility of the dean within the purview of pursuing the legitimate interests of the institution."

I ask you to read Article 6.4 — the Memorandum of Agreement is also posted on our web site — and see what it says.

The decision is an assault on the very nature of our university.

I very well remember that evening in 1998 when Fred McCourt and Ian Macdonald and I struggled over the proper wording for the academic freedom article. We had some sharp differences then but it never occurred to us that 6.4 — by asserting the claim to individual academic freedom rested on recognizing that same freedom for other individuals in the university — could ever be stretched to support the right of a dean, or any other administrator, to behave in a way that restricted the individual faculty member's freedom we all knew was fundamental to the university's purpose.

Academic freedom is by its very nature a concept which can only pertain to individuals and not to the collectivity. That there may be some kind of academic freedom for the whole institution can only be true in the sense that all

individual members of the institution have academic freedom and desist from behaving in a way which restricts that freedom for any other member of the academic community.

But the suggestion that deans, acting as managers, have academic freedom for that activity as much as you or I have it for intellectual inquiry is appalling. Indeed, the idea that there may also be a kind of collective academic freedom — a kind of institutional imperative that is superior to individual academic freedom — is the very antithesis of what we have always understood academic freedom to be.

It makes individual academic freedom in effect irrelevant. It treats it with the same contempt that R. H. Tawney once described the concept of equality of opportunity as having in a capitalist society: "obviously a jest ... the impertinent courtesy of an invitation offered to unwelcome guests, in the certainty that circumstances will prevent them from accepting it."

All of us at Waterloo, and no doubt everywhere else in Canada, know the idea of individual academic freedom is not meant to be a jest — even though we also know its protection has always required extraordinary vigilance — and so it follows that the idea of institutional academic freedom is simple nonsense. The very idea that the institution's needs can make it legitimate to suppress individual academic freedom is repugnant and ought not to be given even a moment's consideration.

But the arbitrator's judgment has turned the tables on us all. By completely misunderstanding the meaning of Waterloo's Memorandum of Agreement in general and the character of academic freedom in particular, it is an assault on the very nature of our university and puts at serious risk customs we have taken for granted since the beginning. And its very existence represents a threat to all of us in the Canadian university system.

We will find ways to eliminate its impact at Waterloo but the general damage has been done. The report is, as I have said, on the books. It is not going to go away. Everyone must now be ready to take whatever steps are necessary to oppose its possible consequences everywhere in the country. ■

John Wilson is president of the Faculty Association of the University of Waterloo.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhamel (l.duhamel@caut.ca) for details. Authors will be contacted only if their articles are accepted for publication.

Tribune libre est une chronique régulière du *Bulletin*. La rédaction invite les lecteurs à soumettre des articles. La réaction communiquée avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

NEWS

Sexual health, social justice, and a new PhD program

Sociologist Dr. Eleanor Maticka-Tyndale's research in sexual health has helped create new understandings of how sexuality is embedded in social patterns and how social inequality affects sexual health. Her community-based research – involving such diverse groups as sex workers in Canadian cities, villagers in rural Thailand, members of ethnic minority groups, and college students – is representative of a departmental focus on social justice issues that has garnered over \$3 million in research funding since 1992.

She and her colleagues are especially enthusiastic about the University's pioneering role in the establishment of a new PhD program in Sociology with a focus on Social Justice. The only program of its kind in Canada, it promises to set new standards of leadership and excellence in the field, not to mention a lasting tradition of meaningful world change.

If you'd like to learn more about the momentum of research that is reshaping our profile in a variety of disciplines, and about a tenure-track position in Social Justice in the University of Windsor's Department of Sociology and Anthropology, please contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608. Or visit us online at www.uwindsor.ca/facultypositions.



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Canada Releases Negotiating Proposals for GATS Talks

ON Mar. 14 the federal government announced it will aggressively promote the export of educational services in the upcoming round of negotiations under the General Agreement on Trade in Services (GATS).

In releasing Canada's initial negotiating position for the GATS talks, Trade Minister Pierre Pettigrew said his government will work hard to increase export opportunities for Canadian health and educational services.

Pettigrew insisted this can be done at the same time the door remains shut on foreign firms looking to make a breakthrough into Canada's public services.

"Canada's position makes it clear we will not negotiate our health, public education or social services," Pettigrew stated.

Critics, however, worry that the government's goal of securing access to foreign markets while protecting domestic public services is unrealistic.

"I think it's a little naive to believe we can win access to foreign education markets without having to open up our system in turn," warned CAUT president Tom Booth. "Other countries are going to be putting a lot of pressure on our negotiators to do just that."

Booth noted that a document circulated by the United States last December to GATS negotiating teams proposed that countries agree

"to help create conditions favourable to suppliers of higher education, adult education, and training services by removing and reducing obstacles to the transmission of such services across national borders through electronic or physical means."

According to Booth, "obstacles" referred to in the U.S. communications include a wide range of measures taken by governments to ensure post-secondary education serves broader public interest goals.

The measures that could be eliminated if the full weight of the GATS were to apply, include: conditions relating to nationality (such as the current requirement in hiring procedures that preference be given to qualified Canadian citizens or landed immigrants, or that seats on university boards of governors be limited to local citizens); regulations governing the accreditation of degree-granting and certificate-granting institutions; restrictions on the presence of foreign institutions; restrictions of student loan and student aid programs to natural persons; and, restrictions of research grants and subsidies to domestic universities and colleges or to natural persons.

"We're convinced Canada's position will jeopardize our public education system," Booth said.

"CAUT will be doing everything possible to get the government to modify its position before any agreement is signed." ■

CAUT Initiates Local Pay Equity Survey

DESPITE the existence of pay equity legislation, no provincial commission responsible for enforcing pay equity regimes has comprehensively collected or retained information on what universities have done to comply, CAUT has learned.

"Where there is no provincial legislation, even less is known, despite the existence of collective agreement clauses committing the parties to 'pay equity' principles or 'non-discrimination,'" said CAUT executive director James Turk.

To determine what universities have done in the past 20 years about pay equity, CAUT is surveying its local faculty associations.

"The survey is a critical first step to accumulating current information on university salary equity practices," Turk added.

Professor Judy Fudge of York University, who has written extensively on the limitations of pay equity regimes, agrees that one of the biggest challenges to assessing the efficacy in the university context "is knowing exactly what has and has not been done and where continuing inequity exists."

In November 2000 the federal Justice Minister announced creation of an independent task force to review the pay equity provision of the

Canadian Human Rights Act. And, with the tabling of pay equity legislation in British Columbia in March, Turk says it's time to collect relevant information on this vital subject. "We need to assess the impact of existing legislation on university faculty compensation structures," he said.

"We're also concerned that the Ontario government's move to amalgamate 10 different agencies and tribunals responsible for most workplace related disputes including the Pay Equity Hearings Tribunal, the Ontario Human Rights Board of Inquiry and the Ontario Labour Relations Board into a new unified tribunal will have an enormous impact on dispute resolution and adjudication services," Turk added.

"We're not convinced the proposed tribunal would be structured to ensure competency, expertise and impartiality are maintained, especially on complex issues such as pay equity complaints."

CAUT has asked that associations respond to the survey by Apr. 22. ■

Information on the proposed new tribunal for Ontario's workplaces can be viewed at www.gov.on.ca/LAB/abc/ar-pce.htm.

Newsline

Date Set for Appeal in Trent Case

The Ontario Court of Appeal will hear on June 28 from two Trent University professors seeking to overturn a lower court decision dismissing their application for judicial review of the board of governors' decision to close two downtown colleges. The court granted a motion by professors Andrew Wernick and Ian McLachlan to expedite the hearing. The university agreed to the motion. "We wanted to expedite the appeal to avoid a fait accompli," said McLachlan. "The administration has been trying to implement its consolidation plan without waiting for the outcome of the appeal." Lawyers for the professors argued the appeal had to be expedited because of a "transition plan" announced by

the administration Feb. 13. According to this plan, all academic offices and departments are to move out of Peter Robinson College after the end of the term in preparation for the sale of the college's land and property. The two professors said they welcomed the university's agreement to speed up the case.

NEA Almanac of Higher Education

The National Education Association has released the 2001 issue of the *Almanac of Higher Education*. This year's edition looks at collective bargaining trends, salaries, public funding, and faculty workload at American universities and colleges. The full report is available online at the NEA web site: www.nea.org/he/almanac.html.

Equity News

Putting the Events of March into Perspective

MARCH was an active month for equality promotion in Canada and around the world. As Canada and the member states of the UN continued their preparations for the 2001 World Conference Against Racism, many stopped to recognize International Women's Day March 8 and the International Day for the Elimination of Racial Discrimination March 21.

For International Women's Day and week, Carleton University's equity services in collaboration with the Pauline Jewett Institute of Women's Studies and the school of Canadian studies marked the week with a lecture series which included University of Ottawa law professor Martha Jackman on "Women and Poverty: Can the Charter Make a Difference?" and Karen Somerville, chief spokesperson for Esgenoopetitj (Burnt Church) on "Keepers of the Culture: Women, Clan Mothers and Burnt Church."

March 21 was broadly recognized in several venues. At Brandon University, events coordinated by the university's international students, First Nations services, and the students' union included a candle-light vigil to remember victims of racism world-wide.

At Saint Mary's University, lunch hour and evening events were extensive. The university hosted employment equity discussions and a presentation on the Donald Marshall decision by Candy Palmater, a native lawyer. Video presentations included "Back in the Day" by Elizabeth McCormack, and a special film screening of "The Life and Times of Hank Greenberg." The week-long events were capped off on March 23 with Caribanza, hosted by the university's Caribbean Society.

At Carleton, events to mark March 21 and to spark interest and dialogue on racism and equity continued for an additional week.

Several three hour workshops were provided to all senior administrators. A workshop on racial and cultural diversity was facilitated by an external consultant firm, and as one participant put it, "It served to foster diversity in a meaningful proactive way rather than through now traditional reactive measures."

Carleton's equity coordinator Dr. Edward Odei Kwadwo Prempeh is already moving in this direction. He is developing a partnership with a local Ottawa high school to mentor students from predominantly immigrant or non-white, non-advantaged socio-economic backgrounds.

"The mentoring program will hopefully encourage and provide support to these students to develop initiative and achieve the goal of a university education despite historic barriers," Prempeh said.

Majorie Brown, the race equity coordinator at Carleton noted that the Carleton University Students' Association voted to create a full-time race, ethnicity and cultural facilitator position.

"In conjunction with this decision, CUSA created a new teaching excellence award in accordance with its current mandate to heighten awareness, and increase, promote, visibly represent and actively educate its members on cultural representation on campus, cultural and ethnic diversity in Canada and ongoing socio-political or historical issues related to the struggle to maintain cultural diversity globally," she said.

Le mot du président L'AGCS et l'enseignement public

DANS ma chronique du numéro de septembre, je laisse entendre que les négociations de l'AGCS, appliquées à l'éducation, entraîneront le démantèlement de nos activités d'enseignement et de recherche. Fondée sur les principes du savoir, notre profession sera dégroupée et ses éléments seront classés dans la catégorie des services commerciaux.

Tout ce que nous avons accompli au sein des universités sera refait. Nous serons les témoins de cette reconstruction : les établissements d'enseignement étrangers s'installeront librement, la participation du public aux affaires universitaires sera limitée, les universités perdront la maîtrise de l'accordéon, et les programmes d'aide financière aux étudiants ainsi que le soutien de la recherche seront dilués.

Le ministre du Commerce international, Pierre Pettigrew, a récemment fait part de l'intention du Canada d'exporter les services éducatifs par l'entremise des négociations de l'AGCS tout en fermant notre marché aux pays étrangers voulant pénétrer le secteur de l'enseignement.

En réalité, les conseillers principaux de l'OMC estiment que les négociateurs du gouvernement canadien ne pourront pas protéger les

services éducatifs nationaux tout en pénétrant les marchés étrangers de l'enseignement. Nous avons donc raison de sérieusement nous inquiéter.

Les méthodes d'embauchage des résidents, l'accordéon, la participation du public, l'intégrité des établissements d'enseignement et les accords financiers soutenant le savoir sont non seulement menacés, mais, si l'AGCS devait s'appliquer entièrement, les moyens possibles d'attaquer la direction universitaire soulèveraient aussi de sérieuses questions.

Lors d'une communication livrée à la National Education Association, Carolyn Allport, présidente du National Tertiary Education Union (Australie), a reconnu plusieurs problèmes découlant de l'accès illimité accordé aux intérêts étrangers.

L'intégration à l'université d'entités associées ayant accès au budget interne a accompagné l'absence de barrières commerciales. Ces entités reçoivent peu ou pas d'attention de la part des organes directeurs de l'université. En outre, des universités privées jumelles dépourvues des structures de direction collégiales plus larges des universités publiques ont été créées.

Selon Mme Allport, l'inclusion d'entités associées ou la création

d'entreprises privées parallèles éloignent les éléments des activités universitaires du cadre de réglementation et de la direction collégiale. Elle se demande si les organes décisionnels de l'université publique ont voix au chapitre dans les décisions et les activités de la partie privée de l'université.

Placée dans le contexte canadien, ces tendances représentent un danger. Dileep Athaide, président de la Capilano College Faculty Association, admet que nous devons vraiment veiller à ne pas céder au mythe de la pénétration des marchés étrangers pour nos fournisseurs de services éducatifs tout en protégeant le système public canadien.

Compte tenu des déclarations du ministre du Commerce international, Pierre Pettigrew, et des tendances actuelles, nous sommes convaincus que la position du Canada dans les négociations de l'AGCS mettra en péril notre système d'enseignement public. L'ACPPU fera tout en son pouvoir pour amener le gouvernement à modifier sa position avant la signature d'un accord. ■

Traduit de l'article « Decoding the Educational Services Negotiations ».

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Coup d'envoi des audiences publiques pancanadiennes



PHOTO ALVIN GARNETT -

Université Saint Mary's — Les commissaires Susan LeFort, Brian Forbes et Parker Barss Donham présentent les audiences publiques organisées par l'ACPPU et cinq associations de professeurs et professeurs de l'Atlantique.

LES 9 et 10 mars, Halifax a été le théâtre de la première d'une série d'audiences publiques pancanadiennes organisées par l'ACPPU et ses associations locales sur l'avenir des universités et collèges qui sont tous mis à dure épreuve au Canada.

Lors de la conférence de presse annonçant le lancement du projet, le vice-président de l'ACPPU, Vic Catano, a indiqué que les audiences visaient à créer un débat public sur les problèmes qui se posent dans l'enseignement postsecondaire et sur les solutions possibles.

Il a expliqué aux journalistes que « les universités et collèges du Canada se heurtent à de graves problèmes. Les fondations de l'éducation s'érodent et le jour viendra où les universités comme nous les connaissons aujourd'hui n'existeront plus ».

Halifax a été choisi comme site de lancement des audiences en

raison de la diversité unique des établissements de la région, mais aussi parce que les universités et collèges de la Nouvelle-Écosse ont été touchés très durablement par les compressions budgétaires.

Chris Ferns, président de l'Association de Nova Scotia University Teachers, a déclaré qu'en tenant compte de l'inflation, le soutien gouvernemental aux universités de cette province a chuté de 24 pour cent par étudiant entre 1990 et 1999. Dans l'ensemble du Canada, la baisse s'est chiffrée à 12 pour cent.

À cause des compressions gouvernementales, y compris une réduction considérable des paiements de transfert fédéraux à la province, les universités de la Nouvelle-Écosse ont maintenant les droits de scolarité les plus élevés du pays.

« Lorsque les étudiants de l'une des provinces les plus pauvres du Canada parent les droits

de scolarité les plus élevés, le risque de voir fondre les inscriptions est grand, a déclaré M. Ferns. Les universités de la Nouvelle-Écosse sont comme le canari dans la mine. Nous espérons simplement que nous n'aurons pas à nous écrouler et à mourir avant que le gouvernement fédéral ne réalise l'étendue du problème. »

La présidente du syndicat des professeurs de l'Université Saint Mary's, Linda Van Esch, a ajouté qu'en tenant compte de l'inflation, les droits de scolarité de son université ont grimpé en flèche de 103 pour cent entre 1990 et 1999.

« Ce que nous faisons subir à la génération actuelle de jeunes gens lorsque nous nous déchargeons sur eux des coûts de l'éducation est criminel » a-t-elle fait remarquer. ■

Traduit de l'article « CAUT Launches Canada-Wide Public Hearings in Halifax ». ■

Dalton Camp, conférencier principal d'une tribune publique à Halifax

APRÈS la conférence de presse, a eu lieu à l'Université Dalhousie une tribune publique mettant en vedette le journaliste politique réputé et ancien président du Parti progressiste conservateur national, Dalton Camp.

M. Camp félicite l'ACPPU d'avoir organisé les audiences et a ajouté que, d'après son expérience, la seule façon d'amener les politiciens à répondre aux problèmes qui assaillent l'enseignement postsecondaire est de leur faire sentir que la pression publique monte.

M. Camp a aussi comparé son expérience à l'université avec celle des étudiants d'aujourd'hui : « À la fin de mon service militaire après

la guerre, nous avions un pays lourdement endetté, beaucoup plus pauvre qu'il ne l'est maintenant, mais qui a pourtant été en mesure et assez généreux de m'offrir une éducation ainsi qu'à innombrables militaires. De nos jours, nous sommes démesurément riches, Ottawa affiche des surplus substantiels, et pourtant, nous condamnons une génération entière de jeunes, nos citoyens les plus prometteurs et les plus brillants, à rembourser des dettes ». ■

De lavis de M. Camp, les problèmes du sous-financement et de la commercialisation qui se posent dans les universités et collèges (comme dans tout le secteur public) sont dus au fait que les élites com-

merciales, qui ont une influence énorme sur les partis politiques, se sont approprié le programme politique. Les mêmes qui veulent ouvrir pleinement les services publics à « la tyrannie des forces du marché ». ■

Les personnes qui veulent faire des bénéfices sur le dos de l'éducation ne sont pas vos amis. Elles ne se préoccupent pas de l'intégrité de la recherche ou de l'intérêt public. Et elles ne sont certainement pas en faveur de la permanence et de la liberté universitaire ». ■

Traduit de l'article « Dalton Camp Delivers Keynote Address ». ■

Hearings Highlight PSE Funding Crunch

AFULL day of hearings on March 10 chaired by journalist Parker Barss Donham, Nova Scotia Teachers' Union president Brian Forbes and Susan LeFort, Nova Scotia representative for the National Anti-Poverty Organization began with the spotlight pointed directly on the plight of students.

Pamela Wetzel, a recent graduate of Mount Saint Vincent University, said she would be better off financially without a university degree. "It's a sad thing to say," she told the hearings, "but if I had a chance to go back in time I probably wouldn't go to university."

Similarly, Saint Mary's University graduate Michelle Thompson told the hearings she left school \$32,000 in debt and has only been able to find a job as a receptionist earning less than \$15,000 a year.

"But my story isn't the worst," she said. "I have one colleague who spends most of his time avoiding collection agencies. Another is paying \$1,000 a month on his student loan payments."

These stories led Rhoda Zuk, a teacher at Mount Saint Vincent University, to comment that "students are being punished for aspirations."

Later in the day, Keith Hotchkiss, director of student services at Saint Mary's, made it clear that many students are struggling. He noted the average combined tuition and living costs for students in Nova Scotia is between \$14,000 and \$16,000 a year. Students are graduating with an average debt load of \$20,000.

"What's the impact of this?" Hotchkiss asked. "Here at Saint Mary's, students are more often using the food banks we've had to set up on campus. They're being forced to take part-time jobs which means they're taking fewer classes, which lengthens the time they need to get their degree. We have a real problem here."

Susan Boyd, a faculty member at Saint Mary's, told the committee that rising tuition costs also have an adverse impact on new university teachers. "I entered the university recently with a larger student debt load and lower standard of living than my more senior colleagues," Boyd said. "Some of us are paying a third of our salaries on student

loan payments. We really need a student loan relief program."

Other witnesses noted that while students are paying more for their education, they are often receiving less in services and quality. Paul Matte, president of the student union at the Nova Scotia College of Art and Design, described how cutbacks in equipment are compromising the educational experience.

"In our media lab, we have 12 computers and 18 students," Matte said. "It means people can't do their work."

Gary Schmeisser, director of physical services at Saint Mary's University, reported that his institution is struggling with an unmanageable backlog of deferred maintenance. Concrete is falling from one building, ventilation equipment is substandard, and fire alarm systems do not meet codes.

"Failure to address this physical plant deterioration can lead to serious circumstances," Schmeisser warned. "Educational activities can be disrupted and research experiments ruined. Service breakdowns have a serious impact on emergency and life safety systems, putting building occupants at risk."

Madeleine Lefebvre, a librarian at Saint Mary's, also warned that funding cuts to university libraries are adversely affecting students and faculty.

"Our ability to offer services is really compromised," Lefebvre explained. "We were able to purchase less than half a book per student last year."

University libraries in the Atlantic provinces have had to cancel \$1 million in serial titles per year. Our serial holdings are pathetic. When we can't afford to buy those titles, the research of our faculty is severely affected. And when our faculty are affected, our students are affected."

Marjorie Stone, assistant dean of research at Dalhousie University, warned there are other threats to the integrity of the university that stem from "creeping corporatism."

"While we've heard about the need for funding to help students and to deal with infrastructure needs, the reality is the government

See FUNDING CRUNCH Page A8 ■



Saint Mary's University — Pamela Wetzel & Paul Matte report on the state of student debt & student hardship in the Atlantic provinces.

PHOTO ALVIN GARNETT -

HALIFAX HEARINGS AUDIENCES D'HALIFAX

Pleins feux sur un désastre financier

Le 10 mars, une journée complète d'audience, présidée par le journaliste Parker Barsom Donham, le président du Nova Scotia Teachers' Union, Brian Forbes, et Susan Lefort, représentante de la Nouvelle-Écosse de l'Organisation nationale anti-pauvreté, a commencé avec les projecteurs braqués sur le sort des étudiants.

Pamela Wetzel, diplômée récemment de l'Université Mount Saint Vincent, a dit qu'elle s'en sortait mieux financièrement sans grade universitaire : « C'est triste à dire, mais si j'avais la chance de pouvoir remonter le temps, je n'aurais probablement pas à l'université ».

Elle aussi diplômée de l'Université Saint Mary's, Michelle Tompson a expliqué qu'elle a quitté l'école avec 32 000 \$ de dettes et qu'elle n'a pu trouver qu'un emploi de réceptionniste avec un salaire annuel de moins de 15 000 \$.

« Mon cas n'est pas le pire, a-t-elle poursuivi, j'ai un collègue qui passe la plupart de son temps à éviter les agences de recouvrement. Un autre paie 1 000 \$ par mois pour rembourser ses prêts étudiants. »

Ces récits ont amené Thoda Zuk, professeure à Mount Saint Vincent, à faire le commentaire que « les étudiants sont punis pour avoir des aspirations ».

Plus tard dans la journée, Keith Hotchkiss, directeur des services étudiants à Saint Mary's, a indiqué clairement que de nombreux étudiants sont dans une situation difficile. Il a ajouté que la moyenne combinée des droits de scolarité et du coût de la vie en Nouvelle-Écosse est de 14 000 \$ à 16 000 \$ par an. Les étudiants finissent leurs études avec une dette moyenne de 20 000 \$.

« Quelles sont les répercussions de cette situation ? a demandé M. Hotchkiss. Ici, à Saint Mary's, les étudiants utilisent plus souvent les banques alimentaires que nous avons dû installer sur le campus. Étant obligés d'avoir des emplois à temps partiel, ils suivent moins de cours et prennent ainsi plus de temps pour terminer leur grade. Le problème est réel. »

Susan Boyd, professeure à Saint Mary's, a expliqué au comité que la hausse des droits de scolarité avait aussi des effets néfastes sur les nouveaux professeurs d'université : « Je suis arrivée récemment à l'université avec une dette d'études importante et un niveau de vie inférieur à celui de mes collègues plus âgés. Certains nouveaux professeurs versent le tiers de leur salaire pour rembourser leurs dettes d'études. Nous avons vraiment besoin d'un programme d'allégement de l'endettement étudiant ».

D'autres témoins ont indiqué que même si les étudiants paient leur éducation plus cher, ils reçoivent souvent moins de services et que la qualité laisse parfois à désirer. Paul Matte, président de l'association étudiante du Nova Scotia College of Art and Design, a décrété comment les réductions touchant le matériel compromettent l'expérience éducative : « Dans nos laboratoires mediatis-

ques, nous avons 12 ordinateurs et 18 étudiants. Cela signifie que certaines personnes ne peuvent pas faire leur travail ».

Pour sa part, Gary Schmeisser, directeur des installations de l'Université Saint Mary's, a fait remarquer que son établissement fait face à un arrêté d'entretien impossible à gérer. Le béton d'un édifice s'est fendu, le matériel de ventilation ne répond pas aux normes et les systèmes d'alarme à incendie ne respectent pas les codes : « En ne remédiant pas à la détérioration des installations, on s'expose à de graves problèmes. Des activités éducatives peuvent être interrompues et des expériences scientifiques ruinées. Les pannes ont des conséquences sérieuses sur les systèmes d'urgence et de secours et mettent ainsi en danger les occupants des édifices ».

Madeleine Lefebvre, bibliothécaire à Saint Mary's, a aussi déploré les conséquences néfastes que les restrictions budgétaires imposées aux bibliothèques universitaires ont sur la population étudiante et le corps professoral : « Notre capacité d'offrir des services est réellement compromise. L'année dernière, nous avons pu acheter moins de la moitié d'un livre par étudiant ».

Les bibliothèques universitaires des provinces de l'Atlantique ont dû annuler la valeur d'un million de dollars d'abonnements annuels à des périodiques. La situation des collections de périodiques est pathétique. Cette pénurie de moyens pour acheter ces ouvrages a de graves conséquences sur les recherches de nos professeurs. Et quand nos professeurs souffrent, nos étudiants souffrent ».

Marjorie Stone, vice-doyenne de la recherche à l'Université Dalhousie, a lancé une mise en garde contre les autres menaces à l'intégrité de l'université qui découlent du « corporatisme rampant ».

« Même si nous entendons parler de la nécessité d'avoir des fonds pour aider les étudiants et répondre aux besoins en matière d'infrastructure, la réalité est que le gouvernement injecte beaucoup d'argent dans le système », a-t-elle affirmé. Mais la presque totalité des subventions sont consacrées aux recherches liées au secteur privé. »

« Il y a eu un redéploiement massif des fonds – par le truchement de la Fondation canadienne pour l'innovation, des Chaires de recherche du Canada, et du Fonds d'innovation de l'Atlantique – qui soutiennent des recherches dont profitent les grandes entreprises. Cette situation est très grave, car il est vital que les universités demeurent des lieux de recherche indépendante. »

Steven Martin de la Dalhousie Chaplains Association s'est fait l'écho de ces propos en indiquant que les alliances des universités avec des partenaires commerciaux entraîneront de lourdes pertes : « Les universités sont de plus en plus tributaires des forces du marché plutôt que du mandat public ».

Voir DESASTRE à la page AB

Dalton Camp Delivers Keynote Address

FOLLOWING the press conference, a town hall meeting was organized at Dalhousie University featuring noted political columnist and former president of the national Progressive Conservative Party, Dalton Camp.

Camp congratulated CAUT for launching the hearings, adding that from his experience the only way politicians will respond to the problems plaguing post-secondary education is when they feel there is public pressure building.

Camp also contrasted his experience in university with that of today's students.

« When I was discharged after the war, we had a country that was burdened with an enormous debt, a country much poorer than now and yet able and generous enough



to provide for my education and the education of countless servicemen, » Camp said. « Today, we have amassed untold wealth, we are recording bulging surpluses in Ot-

tawa, and yet we are condemning an entire generation of young people, our best and brightest, to debt servitude. »

For Camp, the problems of under-funding and commercialization now facing universities and colleges – and the entire public sector – stem from the hijacking of the political agenda by corporate elites who wield enormous financial influence over political parties. These are the same characters who want to fully open up public services to “the tyranny of market forces,” he said.

“The people who want to make a buck off education are not your friends. They don’t care much for research integrity or the public interest. And they certainly don’t like tenure and academic freedom.” ■

CAUT Launches Canada-Wide Public Hearings in Halifax

ON Mar. 9 and 10 Halifax played host to the first in a series of cross-country public hearings organized by CAUT and its local associations on the future of Canada's beleaguered universities and colleges.

At a press conference to launch the project, CAUT vice-president Vic Catano said the hearings are intended to create a public debate about the problems confronting post-secondary education and what can be done.

“Canada’s universities and colleges face some serious problems,” Catano told reporters. “The foundation of education is eroding and we’re going to wake up one day and there won’t be universities as we know them now.”

Halifax was chosen as the site to launch the hearings both because of the unique diversity of institutions in the area and because universities and colleges in Nova Scotia have been hit particularly hard by funding cuts.

Chris Ferns, president of the Association of Nova Scotia University Teachers, said that, when adjusted for inflation, government support for Nova Scotia’s universities fell 24 per cent on a per student basis between 1990 and 1999.

That compares with a 12 per cent drop for Canada as a whole.

As a result of these government cuts, including a dramatic reduction in federal transfer payments, universities in Nova Scotia now charge the highest tuition fees in the country.

“Where students in one of Canada’s poorest provinces pay the highest tuition fees, there is a real danger of an enrolment meltdown,” Ferns said. “Nova Scotia’s universities are like the canary in the mine. We just hope we don’t have to fall down and die before the federal government realizes the extent of the problem.”

Saint Mary’s faculty union president Linda Van Esch added that, when adjusted for inflation, fees paid by students at her university rose an astounding 103 per cent between 1990 and 1999.

“What we’re doing to the current generation of young people when we download the costs of education to them is criminal,” Van Esch said. ■



Halifax — CAUT vice-president Vic Catano speaks on the future of Canada's beleaguered universities and colleges at the press scrum March 9 following a news conference about the post-secondary education funding crunch.

Troubled Times at Trent University

CAUT has expressed outrage that students peacefully occupying a Trent University office to protest the decision by Trent to close its downtown colleges were forcibly removed and arrested by police on March 1. The eight female students were taken to jail, charged with mischief and strip-searched.

Despite massive criticism condemning the police intervention and criminal charges, the Trent administration maintains the students chose a course of action in full knowledge of the consequences.

At an emergency meeting of Faculty Council an overwhelming majority voted for the university to demand that the charges be dropped or reduced and to ask "that civility and respect return to all parts of Trent University."

Parents of the students say they are "appalled" at how the university handled the situation and argue the charges are excessive.

Ontario NDP leader Howard Hampton has condemned the police action and asked the Ontario Solicitor General to investigate.

In a strongly-worded letter to Trent president Bonnie Patterson the day after the arrest, CAUT president Tom Booth wrote "We demand you use every effort to see that all charges against the students are dropped."

Patterson says the university had no option but to seek the assistance of local authorities to end the "illegal" occupation, and that the nature of the charges laid are not matters within the university's jurisdiction. ■

Student Deported to Face Torture & Imprisonment

CANADA'S immigration services sent a Tunisian student to certain torture and imprisonment earlier this year despite warnings from Amnesty International and the Association for Human Rights in the Maghreb of the consequences of this deportation.

Laval University law student Haroun M'Barek was denied refugee status and deported Jan. 6. Amnesty International says the 33-year-old M'Barek was "snatched" from Laval University before completing his studies and expelled to Tunisia to face harsh torture and a 12-year prison sentence. M'Barek, leader of a student organization, was charged

in absentia in 1996 with belonging to an "illegal" organization.

AI says it holds Canada responsible for "this terrible situation, which is the result of deficient analyses of the risks involved in deporting Mr. M'Barek."

CAUT has since learned that M'Barek has received an additional prison term and is in poor mental and physical health.

AI is asking Foreign Affairs Minister John Manley to intervene with the Tunisian government, through the Canadian embassy in Tunis, to ensure that M'Barek's conditions of detention are acceptable. ■

London School of Economics Rejects Audit

THE London School of Economics set off a firestorm in Britain recently when it announced it would secede from the government's Quality Assurance Agency (QAA).

Established to hold universities publicly accountable, the QAA has been accused by the LSE of infringing academic freedom, imposing its own bureaucratic and pedagogical agenda, neglecting students' intellectual development, and using incompetent and unprofessional reviewers.

Earlier in March, King's College London dismissed its QAA audit report charging the agency had failed to "intellectually engage" with the college.

"The LSE decision marks the clearest rejection yet of poorly conceived and inappropriate government initiatives to assess universities," said CAUT president Tom Booth.

"This is not just a British problem," he added. "The Canadian version is badly conceived performance indicators legislated by the governments of Alberta and Ontario and the performance contracts recently introduced by Quebec. All of these initiatives are attempts at accountability that trivialize the purposes of the university and fail to serve the public interest."

According to Roderick Floud, president-elect of Universities UK, the direct cost of the English QAA audit procedure is £250 million a year — an amount equivalent to the pay of 10,000 faculty or the fees for 250,000 students. This does not include the indirect costs borne by universities in preparing for and participating in the audits. ■

PSE Funding Crunch

From PAGE A6

is putting lots of money in the system," Stone asserted. "But it's almost all for research tied to the private sector.

"There's been a massive redistribution of funding — through the Canada Foundation for Innovation, the Canada Research Chairs, and the Atlantic Innovation Fund — that is underwriting corporate research. This is very serious because it is vital that universities remain places for independent inquiry."

Steven Martin of the Dalhousie Chaplains Association echoed these concerns by warning that a great deal will be lost as universities rush to embrace corporate partners.

"Universities are more and more beholden to market forces, rather than public trust," Martin said. "Our universities are being pressured to conform their programs to the dictates of the market. But let's not forget the saying about who pays the piper. After all, what happens to our faith perspectives when the market faith is all that is tolerated?"

The president of the faculty association of the Atlantic School of Theology, Tom McIlwraith, also expressed concern about the impact of market forces on the range of programs currently being offered. He says the government is forcing his institution into a "shotgun wedding" with another university partner with little evidence of any cost-savings. "I think this forced marriage is problematic," McIlwraith said. "Our concern is that the corporate university of tomorrow will be a less hospitable place for the teaching of theology."

Andy Wainwright of the Dalhousie Faculty Association suggested the chronic under-funding of post-secondary education was really an attempt to "muzzle the academic community."

"Polls show there is widespread support for a well funded and accessible university system," argued Wainwright. "But our governments have starved our institutions. Our students are suffering. And we've created an underclass of part-time teachers."

ANSUT president Chris Ferns concluded the session by asking why when the federal deficit has been transformed into surpluses, funding for post-secondary education has not been restored.

"What is the government's agenda?" Ferns asked. "It is an agenda to ensure that education is not to educate. It is an agenda to create a world where students are too busy with jobs and too deeply in debt to take advantage of a full educational experience that will prepare them to be active citizens. Clearly, if there is one message that came out today it is that priorities need to be changed."

Local organizers said they were extremely happy with the event in Halifax and the news coverage it garnered. "This was a really wonderful event," said Saint Mary's faculty union president Linda Van Esch. "I thought I knew all there was to know about the extent of the problems facing post-secondary education. Now I know things are worse than I thought. I really encourage other associations to organize their own local hearings." ■

Désastre financier

Suite de la PAGE A7

Puis il a ajouté : « Nos universités subissent des pressions pour adapter leurs programmes aux impératifs du marché. N'oublions pas cependant qui paie les violons. »

Chris Ferns, de l'ANSUT, a clôturé la séance en demandant pourquoi, quand le déficit fédéral s'est transformé en surplus, le financement de l'enseignement post-secondaire n'a pas été restitué : « Quel est le programme du gouvernement ? C'est un programme qui fait en sorte que le secteur de l'enseignement n'enseignera pas. C'est un programme pour créer un monde où les étudiants sont trop pris par leurs emplois et trop endettés pour tirer pleinement parti de l'expérience éducative qui les préparera à devenir des citoyens actifs. De toute évidence, si un message se dégage de cette journée, c'est qu'il faut changer les priorités ». ■

Le président de l'association des professeurs de l'Atlantic School of Theology, Tom McIlwraith, est lui aussi préoccupé par l'impact des forces du marché sur l'éventail de programmes offerts actuellement. Selon lui, le gouvernement oblige son établissement à conclure un « mariage à la pointe du fusil » avec un autre partenaire universitaire sans avoir beaucoup de preuves que des économies en résultent.

Andy Wainwright, de l'association des professeurs de Dalhousie, a avancé que le sous-financement chronique de l'enseignement post-secondaire constituait réellement une tentative pour « museler la communauté universitaire ».

« Les sondages montrent que le public est largement en faveur d'un système universitaire bien financé et accessible, a affirmé M. Wainwright. Mais nos gouvernements ont mené nos établissements à la famine. Nos étudiants

souffrent. Nos membres souffrent. Et nous avons créé une sous-classe d'enseignants à temps partiel. »

Chris Ferns, de l'ANSUT, a clôturé la séance en demandant pourquoi, quand le déficit fédéral s'est transformé en surplus, le financement de l'enseignement post-secondaire n'a pas été restitué : « Quel est le programme du gouvernement ? C'est un programme qui fait en sorte que le secteur de l'enseignement n'enseignera pas. C'est un programme pour créer un monde où les étudiants sont trop pris par leurs emplois et trop endettés pour tirer pleinement parti de l'expérience éducative qui les préparera à devenir des citoyens actifs. De toute évidence, si un message se dégage de cette journée, c'est qu'il faut changer les priorités ». ■

Les organisateurs locaux ont été extrêmement satisfaits de l'audience d'Halifax et de la couverture médiatique qu'elle a attirée.

Selon Mme Van Esch, ce fut un magnifique événement : « Je pensais connaître tous les problèmes de l'enseignement postsecondaire. Maintenant je sais que la situation est encore pire. J'encourage réellement d'autres associations à organiser des audiences locales. » ■

Traduit de l'article « Hearings Highlight PSE Funding Crunch ».



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The Changing Face of Academic Staff in the European Union

Employment & Working Conditions of Academic Staff in Europe

Jürgen Enders, ed. Frankfurt: German Trade Union for Education & Science, 2000; 272 pp; limited distribution, contact Robert Léger at CAUT (leger@caut.ca).

By ROBERT LÉGER

THIS publication derives from a conference organized in 1999 by the Centre for Research on Higher Education and Work at the University of Kassel in Germany in cooperation with the German Trade Union for Education and Science (Gewerkschaft Erziehung und Wissenschaft, better known as the GEW), the Hans-Böckler Foundation, and the German Federal Ministry of Education and Research. In his preface, report editor Jürgen Enders says organizers wanted to determine "the current status of our knowledge on the conditions of the academic profession in various countries in Europe."

There is an ongoing debate overseas and elsewhere on the "crisis" of the academic profession and on future expectations regarding their role and function in higher education. "The roles and rules for the relevant actors on the playing field of higher education and academic staffing have been mixed-up to some extent," says Enders, a researcher at the University of Kassel. "All higher education systems under observation in our study have experienced and/or are currently experiencing change. The country reports and the first comparative findings presented in this publication are, therefore, analyzing a moving target."

The study deals with academic staff mainly in universities in 15 fifteen countries: Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, the Netherlands, Norway, Portugal, Spain, Sweden and the United Kingdom.

The three-part introduction deals with: Academic Staff & Staff Structure Reforms in Germany in which Hans R. Friedrich, Undersecretary of the German Federal Ministry of Education and Research, writes about deregulation and the creation of performance incentives, and in particular "variable performance-related salary components;" Academic Staff & the European Union in which Alain Mouchoux, general secretary of the European Trade Union Com-

mittee for Education mentions that his committee has undertaken a study "on the misuse of fixed-term contracts – a problem that is spreading and growing worse," and, The Demands for Quality in Academic Work & the Quality of Working Conditions for Academic Staff written by Gerd Köhler, a member of the executive board of the GEW.

Köhler starts his introduction by saying: "The more politicians talk about the specific role of higher education and research in social and economic development, the more they reduce the budgets for academic work." He describes the depressing situation of higher education in Europe when he writes that "Management" has become the leading discipline for promoting changes in higher education in almost every European country."

Enders, in his chapter on Academic Staff in the European Union states that "policy-makers and those responsible for higher education have become more aware of international cooperation and competition between higher education systems. Higher education systems are more and more expected to contribute to national economy and welfare in a global environment and to maintain their performance in a competitive international environment of teaching and research."

In discussing academic salaries and workload he says that in a number of countries, a gradual erosion of the academic remuneration has taken place, and there exists considerable differentials between countries. "And, it is obvious that academic staff in all countries involved in our study have to shoulder to some extent additional work load in teaching."

Employment and Working Conditions of Academic Staff in Europe is divided into four parts, and covers a wide sweep of issues including the regulation of the academic labour market, the framework between employers and trade unions, rank structures, job security and tenure, remuneration and work loads, women in the profession, and part-time teaching personnel.

In addition to the country reports, academic trade union leaders from Belgium, Denmark, Finland, Germany, Ireland, Norway, Portugal, Sweden and the United Kingdom provide an interesting commentary on their country's report. ■

Robert Léger is senior policy analyst at CAUT.

Employment Barriers Still Block Aboriginals & Visible Minorities

Unequal Access: A Canadian Profile of Racial Differences in Education, Employment & Income

Jean Lock Kunz, Anne Milan & Sylvain Schetagne. Toronto: Canadian Race Relations Foundation, 2000; 40 pp; full report and report highlights (pdf files) available at www.crr.ca.

By NAN WEINER

I s there equality in Canadian society for Aboriginal peoples and visible minorities? Do racial minorities still face barriers to success in the workplace? These are the questions *Unequal Access* wants to answer. Quantitative and qualitative data are marshaled to do so. Overall, the findings show that problems still remain. Though discrimination has become more subtle and less overt, its adverse effects are still present.

This research is particularly useful in providing information on education, employment and income for a single sample, given the obvious relationship between these factors. However, for the most part, the authors let the numbers speak for themselves. There is little analysis. Based on the 1996 Census and the National Graduate Survey some of the findings reinforce what is already known – Aboriginal peoples have lower education levels and visible minorities have higher levels than whites. Overall levels of education increased for all groups between 1991 and 1996. Some other findings about working age (25-64) Canadians include:

- Higher education for visible minorities does not provide expected returns of employment and income.

Foreign-born visible minorities experience greater discrepancies between education and occupation than other groups (less than half of those with a university education have high skill level jobs).

• Even with postsecondary education, unemployment rates are higher for racial minorities, especially foreign-born visible minorities (12 per cent) and Aboriginal peoples (23 per cent) compared to whites (7 per cent) and Canadian-born visible minorities (8 per cent).

• Given the same level of education, whites, whether foreign or Canadian-born, are three times as likely as Aboriginal peoples and about twice as likely as foreign-born visible minorities to be in the highest income quintile. Canadian-born visible minorities are still less likely than whites (Canadian and foreign-born) to be in the top 20 per cent of the income distribution.

The inclusion of data on both foreign-born and Canadian-born individuals allowed for some interesting analysis – is it being a racial minority, being an immigrant, or an interaction of the two which leads to some of the findings regarding employment and income? However, the authors did not routinely make this comparison in the text, though data is available in the tables. Neither was there any multi-variate analysis which would have better addressed these more complex questions.

Further, the findings on occupation are not very meaningful, since self-employed and employed are both included and there is insufficient information about how they are broken down by group. Thus,

See UNEQUAL ACCESS Page A10 □

Count Yourself In! May 15

Census Day in Canada is May 15, 2001. During the first two weeks of May more than 11.8 million households will receive a Census of Population questionnaire. The success of the Census depends on the participation of everyone who lives in Canada. On Tuesday, May 15th, don't forget to "count yourself in!"



Le prochain Recensement du Canada aura lieu le 15 mai 2001. Au cours des deux premières semaines de mai, plus de 11,8 millions de ménages recevront un questionnaire du Recensement de la population. Le succès du recensement dépend de la participation de toutes les personnes vivant au Canada. Le mardi 15 mai, soyez du nombre!

**Soyez du nombre!
le 15 mai**

April 28 avril

**DAY OF MOURNING
JOUR DE DEUIL**

Annual day of remembrance for workers killed and injured on the job.

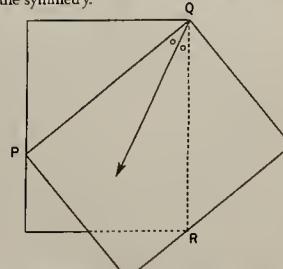
Jour commémoratif des travailleuses et des travailleurs tués ou blessés au travail.



**Fight for the Living. Mourn for the Dead.
Combatte pour les vivants tout en pleurant nos disparus.**

Answer to Homework!

From page A3. The best way to see that the right side of the top page falls on the bottom right corner of the bottom page is to look at the symmetry.



If we turn the configuration over with the bisector of angle PQR as axis of rotation, then the roles of the top and bottom pages are interchanged. Once this had been established, then the area of triangle PQR considered with base QR has half the area of the rectangle constituting the lower page with the same base and height. Since the top page covers more than this triangle, the desired conclusion follows.

RCMP Quiz Lethbridge Prof

From PAGE A1

"During my time on the committee, the federal and provincial governments were more concerned to protect academics, not to limit them," he said.

Hall said he is extremely concerned that by merely expressing ideas and placing them in the public domain, academics could be monitored and questioned by the RCMP.

In a letter to Alberta's NDP Leader, Raj Pannu, which describes the incident, Hall worries that his encounter may not be an isolated incident and that academic freedom may be at risk.

"Academic freedom is the essential condition as well as the gem in the academic crown of our post-secondary institutions," Hall wrote. "Police intervention in the work of universities is always a dangerous signal of the existence of repressive currents in a society. We need to be vigilant in safeguarding the integrity of our work environment, not only for ourselves but for all members of a society that have interests in the success of our institutions of higher learning."

Richard Epp, president of the University of Lethbridge Faculty Association said he is very distressed by the incident.

"This certainly looks like an

attempt at intimidation and a challenge to our colleague's freedom of expression," Epp stated. "Professor Hall is a respected academic and it is surely his right as a citizen and as an academic to take a point of view, popular or unpopular as the case may be, and to engage in discussion with students and the community at large."

University of Lethbridge president, Bill Cade, told the *Lethbridge Herald* he was not notified that an RCMP official was on campus or

Police interventions that compromise academic freedom will not be tolerated.

that security agents had any concerns about Hall's involvement in the indigenous rights conference.

"Hall is entitled to exercise his freedom of speech and his academic freedom," Cade said. "I don't think he was doing anything he shouldn't have been."

The controversy quickly spilled over into the House of Commons when NDP Leader Alexa McDonough raised the issue during question period.

"The police are investigating people on the basis of their beliefs

and the government cannot be unaware of this intimidation," McDonough said in reference to the Hall case. "I ask the Prime Minister, what instructions has the government given about security at the Quebec Summit to ensure that citizens can exercise their democratic rights at the People's Summit?"

"The government wants people to express themselves," Prime Minister Jean Chrétien answered. "However, the police have the responsibility of ensuring that the security of citizens and visitors to Quebec City is assured."

"Canadians do not think that interrogation and intimidation is the job of the police," McDonough responded.

In a letter to Solicitor General Lawrence MacAulay, CAUT president Tom Booth stressed that "police interventions that compromise academic freedom will not be tolerated."

Booth called on MacAulay to issue a formal apology to Hall and to launch an investigation into the matter.

"We need to know who gave the orders to question Hall and whether the Solicitor General's office was involved," Booth said. "We also need to know whether other academics have been subject to these kinds of intimidating tactics." ■

L'éducation dans la mire du Canada pour les marchés étrangers

Le 14 mars le gouvernement fédéral a annoncé que le Canada défendra énergiquement l'exportation des services éducatifs lors des prochaines négociations sur l'accord général sur le commerce des services (AGCS).

En rendant publique la position initiale du Canada en vue des négociations sur l'AGCS, le ministre du Commerce international, Pierre Pettigrew, a déclaré que son gouvernement ferait tout en son pouvoir pour accroître les possibilités d'exportation des services de santé et d'éducation du Canada.

M. Pettigrew a tenu à préciser que le marché canadien demeurerait toutefois fermé aux entreprises étrangères qui voudraient pénétrer nos services publics.

"Notre système de santé, notre système d'enseignement public et nos services sociaux ne sont pas négociables," a affirmé M. Pettigrew.

Les critiques de cette position qualifient d'irréaliste l'objectif du gouvernement d'accéder aux marchés étrangers tout en protégeant les services publics du Canada.

"Je pense qu'il faut être un peu naïf pour croire que nous pourrons pénétrer les marchés étrangers de l'éducation sans ouvrir le notre en retour," a averti le président de l'ACPPU, Tom Booth. "D'autres pays exerceront beaucoup de pression sur nos négociations juste pour obtenir cette ouverture."

M. Booth a fait référence à un document dans lequel les États-Unis ont remis en décembre dernier aux équipes de négociation de l'AGCS. Dans ce document, ils proposaient que les pays acceptent d'aider à créer des conditions favorables pour les fournisseurs de services dans les secteurs de l'enseignement supérieur, de l'éducation des adultes et de la formation en éliminant et en

réduisant les obstacles à la transmission transfrontalière de ces services par des moyens physiques et électroniques.

Selon M. Booth, les « obstacles » mentionnés dans le document américain comprennent un large éventail de mesures adoptées par les gouvernements pour que l'enseignement postsecondaire répondent à des objectifs publics plus généraux.

Si l'AGCS devait s'appliquer entièrement, les mesures suivantes pourraient être éliminées :

- Les conditions liées à la nationalité (entre autres l'exigence actuelle en matière d'embauche d'accorder la préférence aux citoyens canadiens qualifiés ou aux immigrants reçus, ou de limiter aux citoyens locaux les postes au sein des conseils d'administration universitaires);
- Les règles régissant l'agrément des établissements conférant des grades ou des certificats;
- Les restrictions imposées à la présence d'établissements d'enseignement étrangers;
- Les programmes d'aide financière et de prêts d'études limités aux naturels;
- Les subventions de recherche limitées aux universités et collèges canadiens ou aux naturels.

« Nous sommes convaincus que la position du Canada compromet notre système d'enseignement public », a ajouté M. Booth. « L'ACPPU fera l'impossible pour amener le gouvernement à modifier sa position avant la signature de l'accord. » ■

Traduit de l'article « Canada Releases Negotiating Proposals for GATS Talks ». Voir aussi Le mot du président dans le présent numéro.

Unequal Access — Barriers Still Block Aboriginals & Visible Minorities

From PAGE A9

the study finding that whites and visible minorities are found equally in managerial jobs is meaningless because half of the visible minorities are self-employed compared with only one-third of whites.

Obviously, when addressing questions of discrimination the dynamics of hired employment are totally different from those of self-employment. It would have been interesting to have had more information on the proportion of self-employed between Aboriginal peoples and visible minorities, similar to some of the statistics on women, but that realistically is for another study.

Some interesting and unexpected findings are not highlighted. For example, among women, Canadian-born visible minorities have the highest income — 108 per cent of Canadian-born whites. This, compared to 102 per cent for foreign-born whites, 87 per cent for foreign-born visible minorities and 84 per cent for Aboriginal women. Since this challenges some of the concerns around the issue of "double jeopardy" — being a member of more than one disadvantaged group — clearly more study is needed.

Among men the highest paid are foreign-born whites followed by Canadian-born whites, Canadian-born visible minorities, foreign-born visible minorities and Aboriginal men — indicating the effects of being an immigrant differ by race. These

findings for both men and women have held since 1991.

The qualitative findings are derived from focus groups with a total of 84 participants. As the authors note, these findings cannot be generalized, yet they provide some interesting food for thought. In some cases the comments are disturbing because these concerns have been around for so long — for example, the continuing existence of a requirement for Canadian experience, difficulty in assessing foreign credentials, and being passed over for promotion. Some of the other ideas which need to be explored include:

- Some acceptance that discrimination exists, but less in Canada than many other places.
- Racism is seen as declining and it is expected the next generation will suffer from it less.
- Immigrants have to work harder — and do.
- Filing a human rights complaint is not seen as likely to be effective and could even make matters worse.
- Government is seen as having a major role in promoting tolerance.
- Employment equity is seen as useful, although not without the difficulties of being perceived as having gotten one's job through something other than qualifications, as well as the risk of potential backlash.

The finding that Aboriginals and visible minorities continue to

face barriers is useful only up to a certain point. What would be more useful is better identification of how these increasingly subtle barriers operate and how they can be removed. Buried in this study are a number of very interesting research questions requiring further study.

One small point — and a personal one. We all have our favorite approach to politically correct language. I found the use of "non-racialized" to refer to "whites" made awkward reading in addition to describing a group as what it is not rather than what it is. The authors' purpose in using the term "non-racialized" was to avoid using "white," which is automatically assumed as the frame of reference. However, in this work, the conditions of whites are assumed to be those without discriminatory effect and so are the standards against which we are comparing the other groups for the purposes of this study. ■

Dr. Nan Weiner is president of NJ Weiner Consulting, Inc. specializing in workplace equity issues since 1984, and also teaches a course in diversity and inclusivity at the University of Toronto.

1. 1996 Census — Public use micro-data file based on 2.8 per cent of the Census records. Comparisons are made between 1991 and 1996 Census data.
2. National Graduate Survey follows the same sample of post-secondary graduates (college, trade school, and university) two and five years after graduation. Focused on those who graduated in 1995.

Australian University Buries 10,000 Books

THE University of Western Sydney, one of Australia's largest universities, admitted it was forced to bury an estimated 10,000 books, including many rare editions, because it lacked the funding to pay for storage costs.

University administrators said government funding cuts left them with no option but to bury the books next to a cricket field five years ago. Among the books buried were first editions and rare 100-year-old texts.

Vice-chancellor Janice Reid said the university receives about 50 per cent less funding per student than other institutions in Australia.

"There is no doubt that we have always been underfunded in comparison with older and far wealthier universities in the city's east," she said.

Funding cutbacks also mean larger class sizes and inadequate

facilities for students. Faculty also face cramped conditions with as many as seven lecturers forced to share an office designed for one.

"Students often don't have a chair and table to sit at," said student union spokesperson Danyel Faddoul.

Carolyn Allport, president of the National Tertiary Education Union, said the government has to increase funding for higher education in its upcoming budget.

"The damage done to higher education by the government cannot be easily undone," Allport said. "Action is required now. We cannot wait any longer to begin reinvesting."

Meanwhile, university officials say the books that have been unearthed cannot be salvaged.

"They are not in great shape," a university spokesperson said. ■

The Intrusion of Big Business into Academia's Ivory Tower

Campus, Inc.: Corporate Power in the Ivory Tower

Geoffry D. White with Flannery C. Hauck, eds. Amherst, New York: Prometheus Books, 2000; 469 pp.; cloth \$35 us.

By FINN MAKELA

In *Campus, Inc.*, Geoffry White and Flannery Hauck bring together essays by an impressive array of American education and social activists. Highlights include pieces by Ralph Nader and David Noble, as well as an interview with renowned academic rabble rouser Noam Chomsky. The principal theme of the collection is summarized in the subtitle: *Corporate Power in the Ivory Tower*.

There are a couple of reasons why this volume should be of particular interest to members of the Canadian academic community. First, the American post-secondary system has included private universities since its inception. Many of the situations we can expect to face over the next few years, as private universities attempt to set up shop in Canada, have already been experienced in some form by our colleagues south of the border.

Second, *Campus, Inc.* contains more than just insightful analysis. Many of the articles and essays are personal accounts by activists on the front lines of the struggle to keep education as a public good. Academics can stand to learn a lot from such accounts — while research and critique are important tools for change, we tend to get hung up on them and forget that they are most effective when complemented by action "on the ground."

Furthermore, while it is certainly important to put theory into practice, it is equally important that our theory itself be informed by practice. In this regard, the book's final chapter "Muckraking 101: Advice and Resources for Campus Organizers" is of particular relevance.

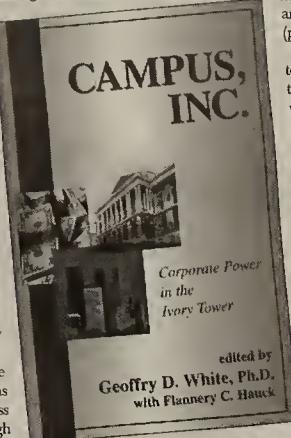
An example of the insightful analysis can be found in "Dead Souls: The Aftermath of Bayh-Dole." Here, Leonard Minsky, executive director and cofounder (with David Noble and Ralph Nader) of the National Coalition for Universities in the Public Interest, identifies the passage of some amendments to the patents' act by the U.S. Congress in 1980 as a crucial step in the trend towards corporatizing universities.

"The Bayh-Dole Act," as these amendments came to be called, established ownership of individual institutions over research (reconfigured as "intellectual property") generated using public funds. This may not seem like such a bad thing to Canadians, since our universities are (or have been, until recently) public institutions.

In fact, the argument has been made that it is better that public institutions have ownership over research generated using public dollars than for it to rest solely in the hands of individual researchers, who don't necessarily have the public good in mind.

But as Minsky explains, the real motor behind Bayh-Dole was private industry, which gained access to publicly funded research through licensing agreements, or "technology transfer." He says: "Its main purpose was to transfer effective ownership of new inventions and technologies generated in university-owned facilities to corporations through licensing." (p. 97)

Since Bayh-Dole, "technology transfer" has gained currency as a euphemism for ceding public research to private interests. In Canadian universities, the trend has been to set up special offices to manage the intellectual property generated on-site. The purpose of these offices is clear in the final report of the Expert Panel on the Commercialization of University Research, which states: "[t]hese operations are often referred to as Business Development Offices, University-Industry Liaison Offices or Technology Transfer Offices. For the purposes of this report, we will refer to them as commercialization offices."



In addition to the obvious problems of funneling citizens' tax dollars into the coffers of private corporations, there is a more subtle, but equally pernicious aspect to the intellectual property regimes encouraged by Bayh-Dole and the Expert Panel. Sheila Slaughter and Larry Leslie's contribution, "Professors Going Pro," describes it as follows:

"Universities ... have come to follow much the same practices as corporations with regard to patents. An employee makes a discovery that leads to a patent and gets a bonus or, in the case of faculty, a share of any royalties. The organization owns the invention and disposes of it as will, without any consultation with the employee/faculty." (p. 143)

It reminds me of the old adage about people looking like their pets — the more universities get involved with corporations, the more they begin to look like them. Of course, in both cases it's clear who's holding the leash.

One way in which the corporatization of universities can be countered is through workplace organizing. Part Five of *Campus, Inc.*, "Education With Representation: Union Organizing on the Campus, Incorporated" includes several articles documenting the success of faculty associations and other unions in fighting the corporate takeover of their institutions.

In "Perils of the Knowledge Industry" Jeff Lustig describes how the California State University faculty association resisted the corporatization of their 22 campuses.

Lustig identifies three ways in which CSU was being corporatized: first through realignment of the valuation of research towards business objectives; second through structural transformation — the transfer of power from collegial bodies of governance like the university senate to a top-down corporate-style hierarchy; and, finally through the shift in the function of the university from the site of teaching, learning and research, to a site of capital accumulation.

The interesting thing about the militant faculty response to these changes is that it came from rank and file members rather than the leadership, who took a conciliatory stance. A new leadership was elected, and what followed were "informational picket lines, demonstrations, and teach-ins" that ultimately succeeded in holding off and reversing some of the trends. (p. 332)

Campus, Inc. is organized into six parts, each of which contains articles and essays dealing with a particular aspect of corporatism. At first, the parts seem disconnected, but as one works through the book, their logic unfolds. The movement is from general trends at the top of the institutional hierarchy (i.e. state laws, boards of governors, etc.) towards progressively more specific examples of grassroots responses. Ultimately, after having read Part Six, I felt ready to begin tackling the problems identified in Part One.

My complaints about the book are minor, and should be easily solved in what I hope will be future editions. First, the graphic design of the cover is atrocious — despite the requisite platitudes about a book not being judged by its cover, there should really be no excuse for the amateurish mess of stock photographs and fonts that smear the front of this volume.

My second criticism is somewhat more substantial for a book that will no doubt be read by academics: there's no index! Good luck finding that pithy quote on academic freedom for your next faculty association meeting. ■

Finn Makela recently completed his MA in philosophy at Carleton University. He currently works for the Canadian Federation of Students.

India Studies Fellowship Competition for 2002-2003

The Shastri Indo-Canadian Institute invites applications from scholars, students and artists who wish to undertake research or training in India during the 2002-2003 academic year.

FACULTY FELLOWSHIPS

For candidates with appointments in Canadian universities or colleges. Fellowships may be used to i) do research, ii) undergo language training or iii) undertake study to acquire a new area of expertise.

LIBRARIAN FELLOWSHIPS

For Canadian university librarians to undertake i) research or ii) study in India that would enhance knowledge and skills relevant to India Studies teaching and research support.

POST-DOCTORAL FELLOWSHIPS

For candidates with Ph.D.s to do research.

STUDENT FELLOWSHIPS

For candidates entering or enrolled in a graduate degree programme. Fellowships may be used to i) do research, ii) undergo language training or iii) acquire a graduate degree from an Indian university.

ARTS FELLOWSHIPS

For visual and performing artists who i) are practitioners of an Indian art form and wish to undergo training in India to improve their skills or expand their repertoire or, ii) are not practitioners of such an art form but wish to learn from the practice of such a form in India to develop their own work in new, interesting and creative ways.

The funding for this Programme is subject to budgetary constraints.

CONDITIONS OF APPLICATION

- Eligibility is restricted to citizens and permanent residents of Canada who are a minimum of eighteen years of age.
- Fellowships are awarded to those specializing in India Studies in the areas of the arts, humanities and the social sciences, including education, management and law.
- The primary criteria for selection are the professional competence of the applicants and the potential for improving the understanding of India in Canada.
- Fellowships are given for periods ranging from three to twelve months. Tenure cannot begin until Government of India approval has been obtained; the dates for which cannot be guaranteed and will not be prior to April 1, 2002.
- Applications must be submitted on forms supplied by the Institute for this year's competition.
- Deadline for receipt of complete applications is Monday July 3, 2001. Please note that applications sent by facsimile are not accepted.

INQUIRIES & APPLICATION FORMS

Programme Officer
India Studies Programme
Shastri Indo-Canadian Institute
Room 1402, Education Tower
2500 University Dr NW
Calgary, Alberta, Canada T2N1N4
Tel: (403) 220-7467
Fax: (403) 289-0100
Email: sid@ucalgary.ca
Website www.ucalgary.ca/~sidi

Call for Nominations

John Humphrey Freedom Award 2001

Rights & Democracy (International Centre for Human Rights and Democratic Development) presents the John Humphrey Freedom Award each year to a non-governmental organization or an individual for exceptional achievement in the defence or promotion of human rights and/or democratic development. The award consists of a grant of \$25,000 as well as a speaking tour of Canadian cities to increase awareness of human rights work. Deadline for nominations by mail, fax or e-mail before May 1, 2001 to the International Centre for Human Rights and Democratic Development.

Appel de candidatures

John-Humphrey Prix pour la Liberté 2001

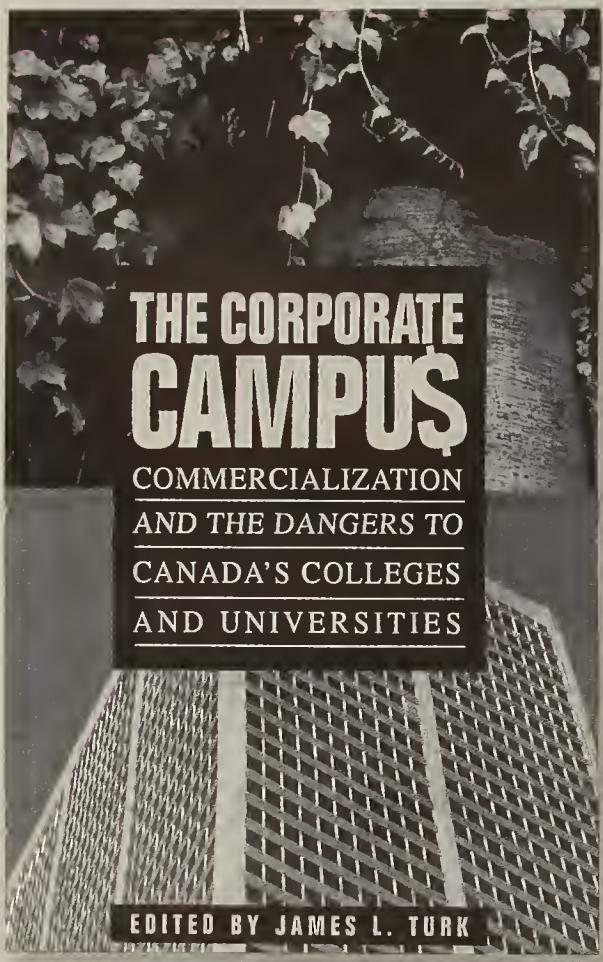
Droits et Démocratie décerne chaque année le Prix John-Humphrey pour la Liberté afin d'honorer un organisme non-gouvernemental ou une personne pour sa contribution exemplaire à la défense ou à la promotion des droits de la personne et/ou du développement démocratique. Le Prix comprend une bourse de 25 000 \$ et prévoit l'organisation d'une tournée de villes canadiennes afin de sensibiliser le public au travail pour les droits humains. Droits et Démocratie vous invite à soumettre des candidatures par la poste, par télexcopie ou par courrier électronique, au plus tard le 1^{er} mai 2001.

Information
www.ichrdd.ca

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THE CORPORATE CAMPUS

Edited by James L. Turk



For fifty years, the quality of education offered by Canadian universities and colleges has steadily improved along with access to these institutions. Now these gains are in danger. As tuition fees increase, as colleges and universities make new and often secret arrangements with the private sector, and as courses and research go up "for sale," Canada's universities and colleges are losing sight of the public interest.

Respected contributors from across the country — including Ursula Franklin, Dr. Nancy Olivieri, David Noble, and Marjorie Griffin Cohen — look at the many issues surrounding the commercialization of colleges and universities. They discuss the redefinition of education as job training, the remodelling of post-secondary institutions along corporate lines, and the new business orientation of research.

The Corporate Campus is an up-to-date discussion of an issue that most Canadians care strongly about.

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CAREERS CARRIÈRES

ACCOUNTING

THE UNIVERSITY OF ALBERTA — Department of Accounting and MIS. The School of Business seeks a tenure-track Assistant or Associate Professor to teach in the CA Chair program in the Department of Accounting and MIS. This leadership position requires a candidate with a strong record and demonstrated promise of continuing excellence in accounting research and teaching. The CA Chair leads teaching and research areas and will have a leadership role in interactions with Alberta CAS who generously funded the Chair's endowment. Appointment will be at the rank of full professor or associate professor with tenure. The expectation is that the individual will produce within the Chair's area. While financial accounting from a financial economics perspective would be a suitable focus, other areas of expertise may be considered. Salary and support will be commensurate with the candidate's record, but will be small relative to salaries offered in Canadian university accounting departments. The competition remains open until the position is filled. The University of Alberta School of Business has earned an international reputation for the quality of its research. Research along with teaching and administrative responsibilities in teaching, is strongly valued and supported. Accounting faculty are among the most active researchers in the School. Strong relationships with the accountancy profession and industry are important and are also important for the School. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, applications should be submitted. Applications should be directed to Michael Gibbons, Chair Selection Committee, Accounting and Management Information Systems Department, University of Alberta, Edmonton, Alberta, Canada T6G 2J6. Tel: (780) 492-3053, Fax: (780) 492-3054. E-mail: m.gibbons@ualberta.ca. Information about the Department, the School, the University and Edmonton can be obtained at www.ualberta.ca. The records arising from this competition will be managed in accordance with the Access to Information Act and Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

UNIVERSITY OF GUELPH — The Department of Agriculture, Economics and Business invites applications for a tenure-track position with teaching and research responsibilities predominantly in marketing and financial management. Additional expertise in operations management or business strategy would be an asset. The incumbent will be part of a team with teaching responsibilities in diploma, undergraduate and graduate programs. The ability to teach in a team environment would be regarded highly. The successful candidate will be expected to develop a research program in problems important to Ontario Agricultural businesses. Ideally, the research would involve the financial and legal aspects of farm business succession as an area of research, and would collaborate with members of the proposed Centre for Family Farm Succession. Qualifications: a PhD with an emphasis on finance and accounting and demonstrated promise of continuing independent research; a professional designation and an MBA with distinguished industry experience. Applications should include a curriculum vitae, a brief description of career interests, transcripts and three letters of reference. They should be sent to Dr. Kevin Parton, Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Telephone: (519) 824-4120, Ext. 3532; Fax: (519) 767-1510; e-mail: kparton@agec.uoguelph.ca. Application closing date is May 15, 2001. To receive full consideration, applications must be received by April 15, 2001. Dr. O. F. Stahl, Chair, Search Committee, Department of Agricultural Economics & Farm Management, Faculty of Agriculture & Food Sciences, Room 353 65 Dalco Road, Winnipeg, Manitoba R3T 2N2.

UNIVERSITY OF MANITOBA — Application is invited for an **Agribusiness Chair in Cooperatives and Marketing**. This is a tenure-track position at the rank of Professor and the incumbent is expected to teach diploma, undergraduate, and graduate courses, conduct research, demonstrate leadership and contribute to the development of agribusiness leaders on strategic business arrangements in the area of marketing and cooperative organizations. Many management and marketing issues require input from disciplines such as agriculture, economics, and law. The successful candidate will be required to demonstrate leadership and work with a team. Applicants must have a PhD degree and should have extensive management experience in agricultural business or an academic background with a research and extension record of working within the agribusiness industry. Teaching, research, extension, and administrative responsibilities are required. Salary, transcripts and research are required for tenure. Capacity to work in French would be an asset but is not required. The appointment will commence September 1, 2001. Applications should be submitted to the Chair, Department of Agricultural Economics and Marketing, Faculty of Agricultural and Co-operative Education, University of Manitoba, Winnipeg, Manitoba, with application closing date May 15, 2001. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ACTUARIAL SCIENCE

UNIVERSITY OF MANITOBA — The Asper School of Business' Warren Centre for Actuarial Studies and Research is accepting applications for a tenure-track position in actuarial science (or equivalent), at the lectures, assistant, associate or full professor rank for the year 2001-2002. Will consider applications for sessional or visiting appointments. Qualifications: PhD in a discipline related to Actuarial Science, or Fellowships in a discipline related to Actuarial Science. Candidates must have demonstrated competence in the delivery of undergraduate actuarial program Description: The Warren Centre for Actuarial Studies is an Accredited Undergraduate Actuarial Program of the Faculty of Actuaries, with approximately 90 students. Courses are offered in two 13-week semesters (Fall and Winter). Additional information can be found on the Website at <http://www.umanitoba.ca/faculties/arts/business/actuarial.html>. Responsibilities: Teach 4 undergraduate actuarial half-courses (12 credit hours), 2 in each of the Winter and Fall term. Start date would be January 1, 2002. Salary: Salary for the position is commensurate with qualifications and experience. Send a cover letter, resume, and three letters of application, a curriculum vitae, teaching evaluations and 3 letters of reference forwarded by the referee to: Professor A. M. Byrne, FSA, FCIA, Warren Centre for Actuarial Studies and Research, Faculty of Arts, University of Manitoba, 440 Dysart Road, Winnipeg, Manitoba R3T 3M4. The deadline for applications is May 31, 2001. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples, persons with disabilities, and individuals with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. It is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

AGRICULTURE

UNIVERSITY OF MANITOBA — Applications are invited for a tenure-track position which may be filled at the rank of Assistant Professor. The incumbent will be expected to teach diploma, undergraduate and graduate courses in agricultural economics, marketing, extension research and extension program in industrial or organization, marketing institutions and food safety. Research and interaction with other University departments, the agribusiness industry, government and industry is required. Applications for the tenure-track appointment must have a PhD. A record of performance in teaching and research or extension is desirable. The appointment will commence September 1, 2001, subject to budgetary approval. Salary is commensurate with qualifications and experience. Starting salary range for an Assistant Professor is \$42,624-\$65,040 per annum. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

abilities. In accordance with immigration regulations the advertisement is directed to Canadian citizens and permanent residents. Please send applications including a curriculum vitae and three letters of reference, and teaching evaluations to the Chair, Department of Agricultural Economics & Farm Management, Faculty of Agriculture & Food Sciences, Room 353 65 Dalco Road, Winnipeg, Manitoba R3T 2N2.

UNIVERSITY OF MANITOBA — Application is invited for an **Agribusiness Chair in Cooperatives and Marketing**. This is a tenure-track position at the rank of Professor and the incumbent is expected to teach diploma, undergraduate, and graduate courses, conduct research, demonstrate leadership and contribute to the development of agribusiness leaders on strategic business arrangements in the area of marketing and cooperative organizations. Many management and marketing issues require input from disciplines such as agriculture, economics, and law. The successful candidate will be required to demonstrate leadership and work with a team. Applicants must have a PhD degree and should have extensive management experience in agricultural business or an academic background with a research and extension record of working within the agribusiness industry. Teaching, research, extension, and administrative responsibilities are required. Salary, transcripts and research are required for tenure. Capacity to work in French would be an asset but is not required. The appointment will commence September 1, 2001. Applications should be submitted to the Chair, Department of Agricultural Economics and Marketing, Faculty of Agricultural and Co-operative Education, University of Manitoba, Winnipeg, Manitoba, with application closing date May 15, 2001. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

with Canadian immigration requirements, particular consideration will be given to Canadian citizens and permanent residents. Please send applications including a curriculum vitae, and three letters of reference, and teaching evaluations to the Chair, Department of Agricultural Economics & Farm Management, Faculty of Agriculture & Food Sciences, Room 353 65 Dalco Road, Winnipeg, Manitoba R3T 2N2.

UNIVERSITY OF GUELPH — Department of Agricultural Economics and Business. A tenure-track position at the Assistant or Associate Professor level. Applications will be accepted until May 15, 2001. The appointee will be expected to establish an externally-funded nationally recognized research program in agricultural resource economics, economic modeling, a commitment to teaching, graduate, undergraduate and postgraduate courses in agricultural economics and resource economics, work collaboratively with colleagues within and outside the University and show leadership in engaging in public service, research and extension activities. The successful candidate will be required to demonstrate leadership and work with a team. Applicants must have a PhD degree and should have extensive management experience in agricultural business or an academic background with a research and extension record of working within the agribusiness industry. Teaching, research, extension, and administrative responsibilities are required. Salary, transcripts and research are required for tenure. Capacity to work in French would be an asset but is not required. The appointment will commence September 1, 2001. Applications should be submitted to the Chair, Department of Agricultural Economics and Marketing, Faculty of Agricultural and Co-operative Education, University of Manitoba, Winnipeg, Manitoba, with application closing date May 15, 2001. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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ANIMAL MEDICINE

THE UNIVERSITY OF GUELPH — The Department of Pathobiology, Ontario Veterinary College invites applications for a tenure-track faculty position at the Assistant or Associate Professor level. Applicants should have a degree in Veterinary Medicine and PhD, DVM, or equivalent and demonstrate a commitment to teaching, graduate, undergraduate and postgraduate courses in agricultural economics and resource economics, work collaboratively with colleagues within and outside the University and show leadership in engaging in public service, research and extension activities. The successful candidate will take a leadership role in development and maintenance of educational programs in laboratory animal medicine at the undergraduate and graduate levels. The successful candidate will be able to maintain collaborative among university, government and industry laboratory animal facilities in Canada, to enhance graduate training opportunities in the field of laboratory animal medicine. He/She will maintain collaborative relationships with other universities and other institutions in which graduate students in the Laboratory Animal Medicine Program can obtain experience in current areas of biomedical or biotechnology research. Duties include faculty teaching, research and extension by participation in the related activities of the University's diagnostic laboratory. Previous research experience with the potential to develop an extra-murally funded research program appropriate for graduate and postdoctoral education and re-

AD INDEX

B1	ACCOUNTING
B2	ACTUARIAL SCIENCE
B3	AGRICULTURE
B4	ANIMAL MEDICINE
B5	ANTHROPOLOGY
B6	ATMOSPHERIC SCIENCE
B7	BIOLOGY
B8	BOTANY
B9	BUSINESS
B10	CHEMISTRY
B11	CLASSICS
B12	COMPUTER SCIENCE
B13	ECONOMICS
B14	EDUCATION
B15	ENGINEERING
B16	ENVIRONMENTAL STUDIES
B17	FINANCE
B18	FINE ARTS
B19	FRENCH
B20	GASTROENTEROLOGY
B21	GENE CONSERVATION
B22	GEOGRAPHY
B23	GEOLGY
B24	HEALTH EDUCATION
B25	HUMANITIES
B26	INFORMATION STUDIES
B27	INTERIOR DESIGN
B28	KINESIOLOGY
B29	LAW
B30	MANAGEMENT OF TECHNOLOGY
B31	MATHEMATICS
B32	MATHEMATICS & COMPUTER SCIENCE
B33	MATHEMATICS & STATISTICS
B34	MATHEMATIQUES ET INFORMATIQUE
B35	MEDICINE
B36	MUSIC
B37	NUTRITION
B38	OCCUPATIONAL MEDICINE
B39	OPERATIONS RESEARCH
B40	PATHOBIOLOGY
B41	PHILOSOPHY
B42	PHYSICAL EDUCATION
B43	PHYSICS
B44	PHYSIQUE
B45	POLITICAL SCIENCE
B46	PSYCHOLOGY
B47	RELIGIOUS STUDIES
B48	SOCIAL WORK
B49	SOCIOLGY
B50	SPANISH
B51	SURGERY
B52	VETERINARY PATHOLOGY
B53	ACCOMMODATIONS

L'Université de Moncton, établissement de langue française en milieu acadien, recherche des candidatures afin de pourvoir un poste régulier de :

Professeure ou professeur en informatique

Il s'agit d'un poste conjoint entre le département d'informatique et le Programme de technologies de l'information, où l'enseignement et la recherche pourraient être dans les bases de données, le génie logiciel, les réseaux, les systèmes intelligents, les technologies d'information ou la sécurité informatique. La personne choisie sera embauchée au rang d'adjointe ou d'adjoint et devra être titulaire d'un doctorat dans la discipline. Seraont également considérées les candidatures exceptionnelles de personnes sur le point d'obtenir un doctorat dans la discipline au cours de la prochaine année. Dans ce dernier cas, une lettre de recommandation de la directrice ou du directeur de thèse est demandée. Enfin, la maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle.

Entrée en fonction et traitements: L'entrée en fonction est prévue pour le 1^{er} juillet 2001. Les critères servent à définir le rang professoral et le traitement annuel sont établis dans la convention collective.

Une description détaillée de ce poste, incluant les fonctions, les exigences et les délais pour postuler, est disponible dans le site Internet de l'Université de Moncton (campus de Moncton) à l'adresse suivante : <http://www.umoncton.ca/cressum>.

Ferméture du concours: L'échéance des dossiers débutera le 1^{er} mai 2001 et le concours se terminera lorsque le poste aura été comblé.

UNIVERSITÉ DE MONCTON

Un accent sur le Savoir

L'Université de Moncton soutient à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.



WILFRID LAURIER UNIVERSITY

Canada Research Chairs

Wilfrid Laurier University is seeking outstanding researchers as candidates for its allocation of Canada Research Chairs (CRCs). Details about the federal government's CRC program — and the Chair selection criteria — can be found at <http://www.chairs.gc.ca>. Laurier plans to appoint four CRCs in the next two years — two Tier I and two Tier II. At least two of the Chairs will be in the SSHRC area and at least one will be in the NSERC area. There are six faculties at Laurier: Arts, Business and Economics, Music, Science, Social Work and Graduate Studies - and an expanding range of graduate programs at the Masters and PhD levels.

Laurier's Strategic Research Plan can be found at www.wlu.ca/~wwwroff/index.shtml. The Research Plan elaborates a strategy that emphasizes interdisciplinarity in four research clusters: (1) Culture and Human Experience, (2) Society and Public Policy, (3) Environment and Health, (4) Science and Technology. Chairholders will lead a program of research and provide leadership across the research clusters, mentor junior faculty and graduate students, supervise graduate students, and assist other faculty in securing external research funding.

Laurier will short list candidates by the end of May 2001, but will review and consider applications until the positions are filled. Appointments can begin some time between 1 September 2001 and 1 July 2002. All positions are subject to review and final approval by the CRC Secretariat.

Applications and nominations, including a CV, a statement of research objectives and five-year research plan, and the names and e-mail addresses of three to five references may be sent to:

Professor Rowland Smith
Vice-President Academic
Wilfrid Laurier University
Waterloo, Ontario N2L 3G5

Wilfrid Laurier University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

Memorial University of Newfoundland

Assistant/Associate Professor Department of Psychology

The Department of Psychology at Memorial University of Newfoundland invites applications for a tenure-track position at the level of Assistant or Associate Professor. We are particularly interested in appointing a formally qualified Clinical Psychologist or an individual with the expertise to teach senior undergraduate and graduate courses in Abnormal Psychology. However, all applicants with interests in human experimental psychology will be seriously considered. Our interest is in appointing an individual with a strong research record, appropriate to her/his academic experience, who shows an enthusiasm for teaching at all levels in the university. The deadline for applications is May 15, 2001 or until the position is filled for appointment beginning September 2001. To apply send a curriculum vitae, a clear, short statement of academic interests; selected researches and the names of three referees to:

Dr. John Evans, Head
Department of Psychology
Memorial University of Newfoundland
St. John's, Newfoundland, A1B 3X9

In accordance with Canadian immigration requirements this advertisement is directed, in the first place, to Canadian citizens and permanent residents.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for this position are invited to include their resume for possible matching with other job opportunities.

CAREERS CARRIÈRES

BOTANY

UNIVERSITY OF BRITISH COLUMBIA — The Department of Botany and Zoology invite applications for a senior Canada Research Chair in Plant Biology and Biodiversity at the University of British Columbia. This is a prestigious appointment with significant resources for salary and start-up. Candidates must work with eukaryotic organisms; have an international reputation in biocomplexity research, and contribute significantly to biodiversity conservation. The position will be at the level of Professor or Senior Associate Professor. The successful candidate will have the University's support in all application for infrastructure funding and grants. The successful candidate will be expected to develop leadership in the Centre, take an interest in qualifying segments of the public biological collections (bryophytes, algae, higher plants, insects, or vertebrates), and participate in the growth of the graduate programme. The successful candidate will be the academic director of the Centre. Applicants should send a current CV, and names and addresses of three referees to Dr. D. Schlüter, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, BC V6T 1Z2, fax 604-822-5189. Screening of applications will begin April 2, 2001, and will continue until a suitable candidate is found. The University of British Columbia hires on the basis of merit and is committed to employment equity. Women are encouraged to apply.

BUSINESS

THE UNIVERSITY OF WINNIPEG — invites applications for a tenure-track faculty position in the Faculty of Business Administration at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.wwinnipeg.ca/facultypositions. Contact: Dr. Roger L. May, Dean, Faculty of Business Administration of University of Winnipeg, MB R3B 2P6, Tel: 204-633-2000, Ext. 2394; Fax: 204-633-2073; Email: rlmay@umanitoba.ca.

CONCORDIA UNIVERSITY — The John Molson School of Business is seeking (subject to budgetary approval) qualified candidates limited to visiting positions beginning August 15, 2001. Positions may be available in the following areas: Accountancy, Decision Sciences (Statistics, Production/Operations Management) and Management Information Systems. Finance, Management, Marketing, and Strategy. Applications and Mailing Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications: (a) a Ph.D. in business or related field; (b) teaching experience; (c) research publications; (d) teaching interests; (e) research interests. PhD and other degrees need not be limited-term appointments; master's degree with relevant experience and professional designation where appropriate. Applicants for limited-term appointment in Accountancy should hold a professional accountancy designation (Chartered Accountant, CPA, CA, or equivalent). For visiting appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses in the undergraduate, MBA, MSc., and/or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research; applicants for limited-term ap-

pointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. G. Kanan Aroo, Dept. of Economics, Concordia University, 1455 de Maisonneuve Blvd W, Montreal, Quebec H3G 1M8 Canada. Applications should be sent no later than May 15, 2001. In accordance with Canadian immigration requirements, permanent residence will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal persons and persons with disabilities.

CHEMISTRY

QUEEN'S UNIVERSITY — The Department of Chemistry invites applications for a tenure-track faculty appointment in the broad area of materials chemistry, including polymers, surfaces, electrochemical methodology or catalysis. The rank and salary will be commensurate with qualifications and experience, but preference will be given to candidates at the mid-career stages. While the main criteria of interest to the selection committee are academic excellence, fit with current and future departmental research interests and the ability to teach at all levels, special attention will be given to a candidate who is eligible for registration as a Professional Engineer in the Province of Ontario. Applications should include a curriculum vitae, a statement of teaching experience or potential, teaching philosophy, and a statement of research interests including research proposals. It is the responsibility of applicants to have letters from at least three referees sent directly to the address below. The deadline for completed applications, including letters of reference, is May 30, 2001. For a starting date of July 1, 2001, applications should be submitted by June 15, 2001. All correspondence and inquiries should be sent to: The Head, Department of Chemistry, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Further information about the department can be obtained by visiting the Head at 613-533-6264. Information about the department can be obtained from our website, www.chem.queensu.ca. Queen's University is committed to employment equity and welcome applications from all qualified individuals, including women, men, members of visible minorities, Aboriginal people, persons with disabilities and persons of a diversity of sexual orientation. Canadian citizens and permanent residents will be considered first for this position.

CLASSICS

THE UNIVERSITY OF WINNIPEG — The Department of Classics invites applications from qualified women and men for a 12 month sessional (part-time) position at the rank of Instructor in Latin, Greek, or Classical Civilization. Qualifications include a degree in Latin or Greek and a desire to teach, research and scholarly. Candidates should send a curriculum vitae and arrange to have three letters of reference sent to: Craig Cooper, Chair, Department of Classics, Universi-

ty of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, e-cooper@umanitoba.ca, phone (204) 633-2076, fax (204) 633-4124. Salary will be commensurate with qualifications and experience. The closing date for applications is April 30, 2001. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity and encourages diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities.

COMPUTER SCIENCE

BRICK UNIVERSITY — The Department of Computer Science (www.cs.ubc.ca) invites applications for a chair of the department. The role involves leading the growth of the department, leadership skills, an international record of distinguished publication in computer science, dedication to university teaching, and experience in academic administration. Duties will include expanding the faculty and the research activities in the department, helping to design and establish a graduate program, performing daily departmental administrative teaching with a reduced course load, and continuing his or her individual research program. The department is experiencing rapid growth in student numbers, faculty numbers, and future program offerings. It currently consists of 5 faculty members and 3 support staff. The department offers undergraduate degrees in Computer Science as well as Computer Engineering. A postgraduate program has recently been established. Faculty research focuses on networks, parallelism, programming languages, artificial intelligence, machine learning, and combinatorics. The department is served by a network of Silicon Graphics workstations, a high-end Silicon Graphics Origin 2000 system, a PC-based network of workstations, Buckwheat has an enrollment of approximately 12,000 students and is recognized for its strong sense of community and excellent student services. Academic and research programs are being added, including new graduate programs and research institutes, for example, the Cool Climate Oenology and Viticulture Institute (CCOV) and a PhD program in Biotechnology. Our graduates rates us among the highest in the country for job placement. We are at the top in the province for graduate employment measures. St. Catharines is located in the heart of the Niagara Peninsula, which is nestled between Lake Ontario and Lake Erie. St. Catharines has all the advantages of a major city, while at the same time maintaining the environment of a city. Its proximity to major cultural and academic centres (Toronto, Waterloo, Hamilton, Buffalo) make it an excellent hub in which to live. The area offers many amenities, including mild winters, outdoor activities, and easy access to Niagara Falls. Find more on the web site. Applicants should have a PhD in computer science and preferably hold a senior rank at an academic institution. Salary will be commensurate with qualifications and experience. Applications should include a curriculum vitae, three publications, and a statement detailing research plans and teaching interests. Please also include the names and addresses (including e-mail) of four referees whom we can contact. In accordance with Canadian immigration requirements, this

advertisements is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Send applications by May 15, 2001 to:

**Dr. Richard D. Johnson, Acting Chair
Department of Marketing, Business
Economics and Law
The University of Alberta
School of Business
Edmonton, Alberta T6G 2R6**

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



University of Alberta Edmonton

University of Alberta School of Business

The Department of Marketing, Business Economics and Law invites applications for a full-time, tenure track position at the assistant or associate level to teach in its natural resources and energy programs and to perform research in his or her fields of expertise. Appointment at the full professor level is possible for an established researcher with a recognized research record in the fields of natural resource or energy regulation or natural resource and energy markets. The candidate should be highly familiar with the natural resource and energy markets and regulatory regimes in Canada, and industry or consulting experience would be valued.

The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses, and will participate in the MBA specialization in Natural Resources and Energy. Salary is competitive with business schools in Canada. Applicants should have, or be close to completing a Ph.D. in an appropriate field.

Where the world meets

McGill

The Faculty of Music has received a \$6.5 million grant from the Canada Foundation for Innovation, the Quebec Government, and private sources in support of the infrastructure for a Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT) which is presently in the process of being established. The Centre will be a world-class facility for innovative research in music and music technology, and is part of a planned \$41 million Faculty of Music building expansion project. Members will be drawn from the Faculties of Engineering, Medicine, and Science as well as from the Faculty of Music. McGill is currently a leader in real-time multi-channel transmission of sound over high-speed networks, advanced applications in digital signal processing, and interactive performance.

Assistant/Associate Professors in Music Media & Technology Faculty of Music

The Department of Theory, Faculty of Music, is planning to create a series of tenure-track positions in Music Media and Technology at the rank of Assistant or Associate Professor. The Department is seeking people with a background in both music and audio who would contribute to the ongoing development and expansion of a PhD program in this field. Applicants should hold a PhD but those close to completion are encouraged to apply. Preference will be given to applicants whose research specialization is in (a) network distribution of music and/or multi-channel audio; (b) musical data structures; (c) interactive performance and/or haptic devices; (d) network-based multimedia. An active research profile is required. Teaching duties will entail the teaching of undergraduate courses and graduate seminars, and the supervision of Master's and Doctoral students in music technology. Interested parties should submit a curriculum vitae and statement of current research to the address below.

Executive Director of Technical Services McGill Recording Studios & Laboratories

The position entails responsibility for management, technical development, and maintenance of studios and laboratories in the Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT). The candidate must have a strong background in digital audio, video, and network technologies, sound recording, audio production and post-production, and electrical and computer engineering, along with proven experience in designing advanced sound recording systems, designing and implementing networked production and research facilities, and maintaining a large variety of sophisticated audio, video, and computer hardware and software in a state-of-the-art music production and research centre. Management and leadership skills, the ability to work independently, researching and developing concepts and providing technical solutions, and the ability to work as a member of a team are all essential. International exposure, experience, and recognition are highly valued. The Executive Director will be under the direct supervision of the Directors of the CIRMMT and McGill Recording Studios and Laboratories, but will also be working with architects, acousticians, engineers, contractors, and university administrators. Interested parties should submit a curriculum vitae including a description of relevant projects to the address below.

**Prof. Wieslaw Woszczyk, Chair
Department of Theory, Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, QC, H3A 1E3 Canada
Email: wieslaw@musica.mcgill.ca
Tel. (514) 398-4540
Fax. (514) 398-1540**

For all positions, salaries are negotiable within the university salary structure depending on qualifications and experience. Letters of reference will be requested when required. Review of applications will begin immediately, and applications will be accepted until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Bader Chair in Southern Baroque Art Art History Program, Department of Art

Applications are invited for a permanent tenured or tenure-track full professorship in Southern Baroque Art with an emphasis on Italy.

The successful candidate will be expected to have an international reputation for scholarship in this area, distinguished publications, and mastery of the related languages. A research stipend is included. The Chair will have outstanding ability teaching at the university level and will be expected to teach undergraduate and graduate students. Administrative experience would be an asset.

The Department of Art offers programs in Art History (BA, MA, PhD), Art Conservation (MAC) and Studio Arts (BFA). The University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including Aboriginal peoples, people with disabilities, visible minorities, gay men and lesbians. Canadian citizens and permanent residents will be considered first for this position.

A letter of application, a full curriculum vitae, copies of major publications, and three letters of reference should be sent to:

**Pierre du Prey, Professor and Acting Head
Department of Art, Queen's University
Kingston, ON K7L 3N6
Phone: (613) 533-6166
Fax: (613) 533-6891**

The deadline for applications is 15 May 2001 or until the position is filled.

CAREERS CARRIÈRES

placement equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, and gay men and lesbians. Applications for the above position must be received by May 30, 2001. To apply for this position, applicants should visit our Web Site at <http://www.economics.queensu.ca>. Interested applicants should click on application form at the bottom of the page to access our electronic application form. Applicants who do not have access to the internet should send a letter of application, curriculum vitae, teaching statement, and copies of research papers to Professor Carmichael, Head, Department of Economics, Queen's University, Kingston, Ontario K7L 3N6.

GRANT MACEWAN COLLEGE — The Arts and Economic Instructor will teach Social Studies and English Language Arts for an Academic Instructor with the Social Studies Department. This is a full-time continuing position effective July 1, 2001. This position is ideally suited for an individual who has a strong academic background and a commitment to teaching and learning. The successful candidate will be teaching at the introductory and intermediate university levels. A PhD in Economics (completed or near completion) is required and teaching experience is preferred. The successful candidate must also demonstrate a commitment to member of an interdisciplinary team. Applicants should include a curriculum vitae and graduate transcripts. Candidates should also arrange for three letters of reference to be submitted under separate cover. Applications based on education and experience. The closing date is June 1, 2001, at 3:00 p.m. Quisque Companior No. 01 03 29. Grant MacEwan thanks all applicants but only those selected for an interview will be contacted. Apply to Human Resources Department, Jasper Place Campus, Room 430, 10045 - 156 Street, Edmonton, AB T5P 2P7, Fax: 780-437-5430; Phone: 780-437-5434.

EDUCATION

THE UNIVERSITY OF NEW BRUNSWICK

The Faculty of Education invites applications for the McNamee/Tel Professorship in Multimedia/Instructional Design, a tenure track appointment beginning July 1, 2001. The individual will be appointed jointly by the Faculty of Education and the Faculty of Arts, although the initial focus will be primarily on the development of an MEd program in instructional design. Expertise in instructional design, strong research skills, and experience in developing and evaluating technology based learning materials/tracks. The candidate must be eligible to pursue an active research program; to be closely involved with the critical component of the BA in Multimedia Studies including the supervision of senior projects and work in a BEd/MEd Education and Instructional Design program. Contact Dr Ian Cavoukian, Interim Dean, Faculty of Education, University of Windsor, Windsor, ON N8W 3P4; Tel: 519-253-3000, Ext. 3800; Fax: 519-971-3612; Email: i.cavoukian@uwindsor.ca.

EDUCATION

CARLTON UNIVERSITY — The Department of Civil Engineering invites applications for a position at the Assistant/Associate Professor level in the area of rehabilitation of structures, specifically the role of Sensors for Damage. The recent creation of a new research chair in infrastructure renewal through a donation by Joe Ng/INE Consulting now enables McMaster to expand its commitment to teaching, research and interaction with industry in the field of infrastructure renewal. Applications for the position must hold an undergraduate degree in civil engineering, be eligible for registration as a professional engineer, and have a PhD degree. They should have a solid background in two or more of the following areas: structural analysis and design, concrete dynamics, steel applications, mechanics of solids and building physics, and have a demonstrated research expertise in rehabilitation and retrofitting of structures. Knowledge of project management and industrial experience in research and development and demonstrated ability working with industry will be considered an asset. The successful candidate will be expected to have a strong and demonstrated commitment to teaching at both the undergraduate and graduate levels, develop an independent research program (including the supervision of graduate students) and participate in other educational and professional activities. Salary is commensurate with experience and qualifications. Applications should be sent to: Chair, Department of Civil Engineering, 3000 Lakeshore Road, Ottawa, ON K1B 4J5; Tel: 613-520-3758; email: civil@carleton.ca. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of opportunity for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply.

ENGINEERING

MCMASTER UNIVERSITY — Department of Civil Engineering invites applications for a position at the Assistant/Associate Professor level in the area of rehabilitation of structures, specifically the role of Sensors for Damage. The recent creation of a new research chair in infrastructure renewal through a donation by Joe Ng/INE Consulting now enables McMaster to expand its commitment to teaching, research and interaction with industry in the field of infrastructure renewal. Applications for the position must hold an undergraduate degree in civil engineering, be eligible for registration as a professional engineer, and have a PhD degree. They should have a solid background in two or more of the following areas: structural analysis and design, concrete dynamics, steel applications, mechanics of solids and building physics, and have a demonstrated research expertise in rehabilitation and retrofitting of structures. Knowledge of project management and industrial experience in research and development and demonstrated ability working with industry will be considered an asset. The successful candidate will be expected to have a strong and demonstrated commitment to teaching at both the undergraduate and graduate levels, develop an independent research program (including the supervision of graduate students) and participate in other educational and professional activities. Salary is commensurate with experience and qualifications. Applications should be sent to: Chair, Department of Civil Engineering, 3000 Lakeshore Road, Ottawa, ON K1B 4J5; Tel: 613-520-3758; email: civil@carleton.ca. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of opportunity for women, aboriginal peoples, visible minorities, and disabled persons. Persons from these groups are encouraged to apply.

EDUCATION

THE UNIVERSITY OF ALBERTA — The Faculty of Education invites applications for a position at the Assistant/Associate Professor level in the Department of Curriculum and Instruction. Contact Dr Ian Cavoukian, Interim Dean, Faculty of Education, University of Windsor, Windsor, ON N8W 3P4; Tel: 519-253-3000, Ext. 3800; Fax: 519-971-3612; Email: i.cavoukian@uwindsor.ca.

CANADA RESEARCH CHAIRS



The School of Policy Studies at Queen's University is currently seeking candidates for a Canada Research Chair in the broad field of Democracy, Economy and Public Policy in a Global Era.

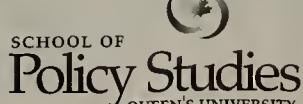
The Government of Canada has established the Canada Research Chairs program (www.chairs.gc.ca) to foster world-class research excellence in Canadian universities. Queen's University has developed a Strategic Research Plan which identifies priority areas that will be augmented through the Canada Research Chairs program. One of the priority areas identified for a senior Chair (Tier 1) is Democracy, Economy and Public Policy in a Global Era.

The School of Policy Studies seeks candidates to be nominated for this Chair. We are particularly interested in candidates with an interest in the fields of global governance or Canadian public policy and institutions.

Nominees for Tier 1 chairs are expected to have outstanding and innovative research accomplishments, international recognition, and a superior record in attracting and supervising graduate students.

Nominations and applications should be sent to the Director of the School of Policy Studies at Queen's University, Kingston, Ontario K7L 3N6. Nominations/applications should include a full curriculum vitae and a statement of research objectives and interests. The closing date for receipt of applications is April 30, 2001.

Canada Research Chairs are open to individuals of any nationality. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.



Academic Internist

Creating the future of health

The Departments of Medicine and Obstetrics & Gynaecology and the Calgary Regional Health Authority (CRHA) invite applications for a full-time academic position at the Assistant Professor level or higher to be responsible for teaching, research and clinical internal medicine. The successful candidate will lead the development of a tertiary referral clinic for conceptual medical assessment and management of high-risk pregnancies with medical disorders.

The CRHA comprises four teaching hospitals situated in the city of Calgary, and serves residents of southern Alberta, British Columbia and Saskatchewan. The Departments of Medicine and Obstetrics & Gynaecology are part of the rapidly growing Faculty of Medicine which is in the process of building a major new research facility. Calgary is a vibrant city (population ~850,000) near the Rocky Mountains, Banff National Park and Lake Louise.

Qualifications include a MD, specialist certification in internal medicine, advanced training and expertise in women's health issues and eligibility for medical licensure in the Province of Alberta. Please submit curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent directly, by April 30, 2001:

Dr. E.A. Shaffer, Head, Department of Medicine, Faculty of Medicine, 1403 - 29 Street N.W., Calgary, Alberta, Canada T2N 2T9

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Chair, Department of Electrical and Computer Engineering

Concordia University's Faculty of Engineering and Computer Science is seeking a dynamic leader for its Department of Electrical and Computer Engineering.

Recognized for delivering top-notch programs in Information Technology and its excellent research track record, the Department's teaching and research expertise focuses on communications engineering, including computer communications, wireless communications, optical communications, digital signal processing, communications protocols, computer architecture, power electronics, real-time (embedded) systems, software engineering and VLSI.

It houses the internationally known research centre of excellence, the Centre for Signal Processing and Communication (CENSIPCOM), as well as the Electromagnetic Compatibility Laboratory (EMC Lab). Its faculty members also participate in inter-university research centres in their related fields, and are active in Networks Centres of Excellence, specifically CITR, IRIS, ISIS and Micronet.

With 30 full-time faculty positions, it caters to 700 undergraduate students and 250 graduate students. The Department offers undergraduate degrees in Electrical Engineering (with options in Electronics/Systems and Telecommunications) and Computer Engineering (with options in Systems Hardware and Systems Software). At the graduate level, the Department offers MSc, MEng and PhD programs, as well as several graduate certificates.

Concordia's competitive, industry-oriented engineering and computer science programs also feature a Co-op option, which provides students with invaluable work experience while completing their degree.

The University is situated in downtown cosmopolitan Montreal, the multicultural centre of Canada. It is currently enjoying high growth due to the software industry's main areas of development, particularly in telecommunications, aerospace, software development and multimedia, and is gaining a reputation as one of the Information Technology headquarters of Canada.

The successful candidate to lead the future growth of the Department must possess an excellent academic record, excel in administration, teaching and research, with research interests preferably in computer engineering, communications or software engineering. Candidates should be professional engineers; otherwise, commitment to register as a professional engineer is essential.

Applications and nominations should be forwarded to:

Dean, Faculty of Engineering and Computer Science

Concordia University

1455 de Maisonneuve Blvd. West, LB-1001

Montreal, Quebec, Canada, H3G 1M8

For more information on our Faculty, visit our Web site: www.encs.concordia.ca

Application Deadline: Candidates for this position will be considered until the Faculty's Search Committee has made a final decision.

This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered.

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



Real education for the real world

www.concordia.ca

CAREERS / CARRIÈRES

PHD or equivalent qualifications, as demonstrated by significant experience in engineering design and/or engineering education and/or administration. Registration or eligibility to register in the Association of Professional Engineers and Geoscientists of the Province of Manitoba is required. The position is tenure-track. The department will be for a three-year term. The Headship is a continuing tenured academic position. The appointment is held on renewable, in accordance with University policy. Salary is rank dependent on qualifications and experience. The Headship of Department is supported by an Associate Head and an Administrative Assistant, and reports to the Dean of the Faculty, and reflects the Dean's role in the promotion of diversity from qualified women and men, including persons with disabilities. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and all other information should be addressed to: Dr. D.W. Ruth, Dean of Engineering, University of Manitoba, 345 Engineering Building, Winnipeg, Manitoba, Canada R3T 5V6. All inquiries pertaining to the position should be referred to the Dean. Please refer to Position #00000000000000000000000000000000. The deadline for applications is July 1, 2001.

UNIVERSITY OF ALBERTA — Engineering. Applications are invited for a tenure-track faculty position at the Assistant Professor level in the area of Geoenvironmental/Civil/Geotechnical Engineering commencing July 1, 2001. Applicants should hold a doctoral degree in Geoenvironmental Engineering or a closely related discipline and have a commitment to teaching and research in a university environment. Research interest in environmental geochemistry is desirable. However, consideration will be given to all candidates whose research interests are generally consistent with the needs of the Faculty of Engineering in the area of Environmental Recycling at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.eewind.ca/faculty. Applications should be submitted to: Faculty of Engineering, Department of Civil Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G7, Tel: 780/492-7620, Fax: 780/492-0249. E-mail: cepgeng@ualberta.ca. The records arising from this competition will be managed in accordance with the University of Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WINNIPEG — Environmental Engineering. Applications are invited for a tenure-track faculty position in the Civil and Environmental Engineering department. Applications are invited from all qualified individuals, including women and men, and Aboriginal peoples. The successful candidate is expected to take a strong leadership role in the development of an active research program and be capable of leading and developing undergraduate and graduate courses. Candidates should have obtained an earned PhD degree and have demonstrated teaching capability. Excellent facilities and programs exist for research in communication systems, electrical power systems, electronic devices and computer systems. The department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Eng., M.Sc. and Ph.D. degrees. An open and collegial environment exists among the students and faculty. This is a highly ranked university within North America (see <http://www.csicainfo.com/rankings.html>). The Electronic and Computer Systems Research Group has excellent facilities to support research and teaching, and has access to the research opportunities available through the Canadian Light Source facility of Canadian Light Source Inc. (www.cls.ca) currently under construction on campus. Applications with complete curriculum vitae, names of three referees and a statement of research interests should be sent to: Dr. K. Takegawa, Department of Electrical Engineering, 57 Copson Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A9. Applications should be received by May 31, 2001. Applications will be reviewed and forwarded to Employment Equity, Members of Designated Groups (Women, Aboriginal people, people with disabilities and visible minority) are encouraged to apply to their applications. This position has been cleared for advertising at the two levels. Applications should be submitted from qualified individuals, regardless of their immigration status in Canada.

UNIVERSITY OF ALBERTA — Environmental Engineering. Applications are invited for a tenure-track faculty position commencing July 1, 2001. Applicants should have a strong research interest in solid waste management with related interest in environmental assessment. The successful candidate will enjoy working in a collaborative environment on a wide range of projects. Applicants should hold a doctoral degree or equivalent. He/she must demonstrate commitment to teaching and research in a university environment, and be eligible for professional engineering registration. The successful candidate will be expected to conduct research and supervise graduate students in his/her field of interest, teach postgraduate and undergraduate courses in Environmental Engineering and assist in the teaching of other Civil Engineering courses at the undergraduate level. A rank level salary will be determined by the qualifications and experience of the successful candidate. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 30,000 undergraduates and graduate students. The School of Mining and Petroleum Engineering, which includes the School of Mineral and Petroleum Engineering, has graduate programs in Construction, Environmental, Geological, Mining, Petroleum, Structural and Water Resources Engineering. The Department of Civil Engineering student enrollment is 290 students. At the undergraduate level, the Department offers degrees in Civil Engineering, Civil Engineering (Environmental Option), Mining Engineering, and Petroleum Engineering. With the falling of the邕any, the Environmental Engineering program is one of each faculty member. Detailed information concerning the wide-ranging and very active Environmental Engineering research program is available at www.civ.ualberta.ca/environment.html. The University of Alberta is located on the banks of the North Saskatchewan River. The Edmonton area has a population of over 900,000 people, and offers a diverse array of cultural and sporting activities year round. The City has one of the lowest costs of living in Canada. The University of Alberta, located in Jasper and Banff, is readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. In addition to the above immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send curriculum vitae, a statement concerning research and teaching interests, the names of at least three referees, and samples of refereed publications by May 31, 2001 to: T.M. Hrudey, Dept. of Civil Engineering, University of Alberta, Edmonton, Alberta T6G 2G7, Telephone: (780) 492-7620, Fax: (780) 492-0249, Department Web site: www.civ.ualberta.ca. The records arising from this competition will be managed in accordance with the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome applications from all qualified women and men, and Aboriginal peoples, visible minorities and persons with disabilities.

UNIVERSITY OF WINNIPEG — Environmental Engineering. Contact: Dr. N. Biswas, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 971 3622, Email: appling@uwind.ca. The University of Windsor invites applications for a tenure-track faculty position in the area of Environmental Recycling at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwind.ca/faculty. Applications should be submitted to: Faculty of Engineering, Department of Civil Engineering, University of Windsor, ON, N9B 3P4, Tel: 519 971 3622; Email: cepgeng@uwind.ca. The University of Waterloo invites applications for a tenure-track faculty position in the area of Electrical and Computer Engineering. The successful candidate will have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both teaching and research. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The Department offers undergraduate co-op programs in Electrical and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its undergraduate and graduate programs. These are currently 173 graduate students and 400 undergraduate students, with a faculty of 42 full-time teaching faculty. With industry and government support, excellent teaching and research laboratories have been developed and are available to all levels of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities is pro-

vided at <http://www.ece.uwaterloo.ca>. Applications, including a curriculum vitae and the names and email addresses of at least three referees, should be sent directly to Professor Daniel Miller, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted at any time until the position is filled.

UNIVERSITY OF WATERLOO — invites applications for several tenure-track faculty positions in the areas of Electrical and Computer Engineering. The successful candidate will have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both teaching and research. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The University of Waterloo invites applications for a tenure-track faculty position in the area of Microelectronics system design (VLSI MEMS). Details visit our website at: www.uwaterloo.ca/faculty. Applications should be submitted to: Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 971 3622; Email: appling@uwind.ca. The University of Waterloo invites applications for a tenure-track faculty position at the Assistant or Associate Professor rank. For details visit our website at: www.uwaterloo.ca/faculty. The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments may be converted to a permanent position. Applications should have a minimum of a Bachelor's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and previous teaching experience is desir-

able. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations, supervision of research students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of Electrical and Computer Engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds and in accordance with Canadian Immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified women and men, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of current interests and the names and email addresses of at least three references. Mail your application to Professor Daniel Miller, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@uwaterloo.ca



Queens University
Kingston, Ontario, Canada

Faculty Positions, One-year term, Queen's School of Business

Queen's School of Business is inviting applications for one-year term appointments in the following areas: Accounting (Financial and Management), Finance, International Business, two positions in Marketing, Management of Information Systems, Behavior/Human Resources, Strategy & Business Policy, Management Communications, and Management Science.

This is an ideal opportunity for visiting faculty and Ph.D. students who are near completion of their dissertation. Visiting professors will work with some of today's leading business scholars, while Ph.D. students will gain valuable teaching experience.

Our teaching needs range from the introductory to upper-year undergraduate courses as well as Masters of Science and Ph.D. courses. Salary will be commensurate with qualifications and experience, and appointees will have access to substantial internal funds for course development.

Queen's School of Business (www.business.queensu.ca) is at the forefront of Canadian business education and is recognized as a leader in North America. The School's programs include: an undergraduate Bachelor of Commerce, with the highest entry standards in Canada; a unique double-major Ph.D. and a new M.Sc. in Management; Queen's top-ranked MBA for Science & Technology; and the market-leading Queen's Executive MBA. Canada's first MBA program delivered by videoconference, with sites from coast to coast. In addition, the School is Canada's leader in executive education. Queen's School of Business has received unconditional accreditation for all programs by The International Association for Management Education (AACSB).

Queen's University is one of the oldest and most prestigious universities in Canada. Located in the heart of the city of Kingston, a picturesque and historic community situated on the shores of Lake Ontario, Queen's is within a two-hour drive of Toronto, Montreal, and the nation's capital, Ottawa. The city's unique heritage, vibrant lifestyle, and central location make it one of the most attractive communities in North America.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employing equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of appointment will be July 1, 2001, but is flexible. Applications should include curriculum vitae, references, and evidence of research such as publications, working papers, thesis proposals or completed theses.

Please send your submission to:

T.Anger
Associate Dean
Queen's School of Business
Queen's University
Kingston, Ontario K7L 3N6

E-mail: deansoffice@business.queensu.ca
Fax: 613 533-2013

www.business.queensu.ca

CAREERS CARRIÈRES

UNIVERSITY OF WATERLOO — The Faculty of Environmental Studies invites applications for a tenure-track position at the Assistant Professor level. Appointment is conditional on the successful applicant being approved as a Tier 2 Canada Research Chair. The Faculty is seeking candidates who have demonstrated research excellence and leadership. While the Faculty is committed to development that is sustainable, we welcome applications from candidates with expertise in particular aspects of art, including initiatives with an urban focus and research that addresses a community and global scale and emphasizes social, ecological and economic components. The individual may be especially interested in development within Canada or within any other country, particularly in developing countries, with at least some experience in international service. This is chiefly a research chair. While the successful candidate will be expected to teach at the graduate and undergraduate levels, the appointment will be tenure-track. The successful candidate should hold a PhD and have an established research program along with a demonstrated ability to obtain external funding and to manage important research projects. The Faculty is a composite unit whose research interests are as compatible with those of the Faculty and whose work promises opportunities for fruitful collaborations within and beyond the Faculty. Research and teaching in Environmental Studies at the University of Waterloo uses diverse lenses and methods from different disciplines to enhance understanding of human relationships within the built and natural environments. Current research initiatives, basic and applied, are undertaken in ecosystems and landscapes in Canada and internationally. The Faculty of Environmental Studies comprises two professional schools — Architecture and Planning, and two academic departments — Geography and Environment and Resource Studies. In addition there is a Local Environmental Studies Master's programme and an Environmental and Business Management programme at the undergraduate level. Candidates must submit a letter of application setting out main areas of research and teaching interest as well as a statement of research goals and proposed approach to teaching and research. Applications should include with the letter of application a current curriculum vitae and a range for three letters of reference to be sent to The Chair, Canada Research Chair Selection Committee, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. Closing date for submission is 15 April 2001. The appointment may begin as early as May 2002, but a later appointment date can be considered. The appointment is open to Canadians and non-Canadian citizens. Applications are invited from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. Additional information about the Faculty may be found at www.uwaterloo.ca/cse/crc/. Additional information about the Canada Research Chair programme may be found at www.dsp-spd.gc.ca/crc/.

FINANCE

UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business (Ivey) seeks nominations and applications for the Ben Graham Chair in Value Investing (supported by Fairfax Financial Holdings). The position is available to begin as early as July 2001. Candidates from Associate Professor ranks will be considered. The successful candidate must have a distinguished record of research in investments and teaching experience in management and finance. Teaching responsibilities will include management development and teaching in a Value Investing course (or courses). Fairfax Financial Holdings is a financial services holding company which is committed to achieving a high rate of return on its investments, and has a long-term shareholder value. Ivey's Canadian premier business school and is recognized worldwide as a top business school, ranked in the top 20 by Financial Times and among the top five non-US business schools by the Financial Times. Ivey is also ranked in the top 100 of highly regarded MBA programs in a selective undergraduate program, a well-established doctoral program, as well as an expanding portfolio of programs for executives, including an executive MBA, executive MSc, and Hong Kong. The School supports high quality faculty research. Excellence in teaching, and course development is highly valued. Ivey is a case school. The Finance area group currently has ten full-time faculty members (approximately half are female). In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business at The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal peoples and persons with disabilities. Applications should be submitted to: Ivey School to Associate Dean Human Resources, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by April 30, 2001. The review of applications will continue until the position has been filled. All applicants are encouraged to apply as early as possible. Phone: (519) 661-3285; Fax: (519) 661-3455; Email: jhowell@ivey.uwo.ca

FINE ARTS

THE UNIVERSITY OF GUELPH — The School of Fine Art and Music invites applications for a probationary faculty appointment in Studio Art at the Assistant Professor level beginning January 1, 2002. The successful candidate will hold a PhD or equivalent and will be a practicing printmaking artist with a substantial exhibition record. A strong commitment to undergraduate and graduate teaching, to interdisciplinary approaches, and to participation in the activities of the local and national printmaking community is required. Knowledge of contemporary and historical art theory and practice and the capacity to debate these issues actively and creatively is also expected. University or college teaching experience and a record of research and publication development as a studio artist are also required. Sculpture and related 3-D practices. This appointment at the Assistant Professor level is expected to contribute to the teaching and practice of 3-dimensional art media, including painting and sculpture, and video. Studio Art, printmaking and electronic media, installation and site work, as well as casting. The candidate will also be expected to make a significant contribution to the MFA program and Visual Studies

Foundation program. A capacity to respond to developments in contemporary art is essential. Deadline: September 1, 2001. Candidates should submit a letter of application, current curriculum vitae, twenty (20) slides of own work, and a statement of teaching philosophy. At the time of application, a copy of a signed, confidential letter of reference is to be sent to: Mary-Claire Director, School of Fine Art and Music, 201 Zaritz Hall, University of Guelph, Guelph, Ontario, N1G 2W1. The appointment is subject to final university approval. The position of Canada Research Chair in an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, men, members of visible minorities, and women, Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY — The Faculty of Fine Arts is seeking a tenure-track faculty member at the Assistant or Associate Professor level pending budgetary approval. This position will require teaching and administrative duties in the Digital Image program and research in the field of Art in Digital Image. The candidate will be required to teach courses in Digital Image and to conduct research with faculty teams in Arts and Film and Computer Science. We are seeking a candidate who can demonstrate a commitment to the development of a dynamic media arts facility in the Faculty of Fine Arts. An applicant with experience in grants writing and the ability to forge partnerships with industry is preferred. The candidate will teach three courses per semester and coordinate activities in the Digital Image/Sound programme. The candidate will be actively involved in the creation of a Masters programme in multimedia and electronic arts. Qualifications include a terminal degree (PhD in fine arts) and strong experience in digital media, a distinguished record of previous publications and active participation in the digital arts community. Bilingualism is considered an asset. The candidate must have experience with multi media, including Java, C++, C, C#, VB, and Perl, proficiency with HTML, Javascript and Dreamweaver, Shockwave, Director and Linda Flash, Premiere and Photoshop. Some familiarity with 3-d animation, audio and video editing and writing, and programming in C++ and Java. Experience with JAVA, CGI scripting and at least one programming language is considered an asset. Please include a letter of application, a statement of teaching and research, a CV documentation of teaching and research, the names of referees and other relevant information. Address applications to: Chair, Search Committee for Digital Image/Sound, Office of the Dean, VA-250, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve W., Montreal, Quebec H3G 1Z8, Canada. The closing date for applications is April 22, 2001. All applications will continue to receive applications while the position is filled. Visit the DIA website at <http://digital.concordia.ca>. This advertisement is directed specifically to Canadian citizens and permanent residents. The University of Concordia is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

FRENCH

TRENT UNIVERSITY — The Department of Modern Languages and Literatures invites applications for an eight month seasonal appointment at the rank of Assistant Professor of Literature, subject to budgetary approval. Applications will commence September 1, 2001. Teaching responsibilities will include French language courses at all levels. The required qualifications are PhD in French (completed or near completion), evidence of teaching effectiveness, and teaching experience. Applications should include a complete curriculum vitae and the names of three referees. These should be sent to: Dr. Aline German-Rutherford, Chair of French Studies, Department of Modern Languages and Literatures, Trent University, Peterborough, Ontario, K9J 1Z5. Tel: 705-747-1430; Fax: 705-747-1430; email: german@trentu.ca. The closing date is April 30, 2001, or when the position is filled. Trent University is an employment equity employer and is committed to diversity in the workplace. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business at The University of Western Ontario is committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications should be submitted to: Dr. Deborah Poff, Vice President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Mark Shegelski, Acting Chair of Physics, or (250) 960-6663. Email: mrs@unbc.ca. Applications received before May 15, 2001 will receive full consideration, however applications will be accepted until the position is filled.

GASTROENTEROLOGY

THE UNIVERSITY OF ALBERTA — Division of Gastroenterology, invites applications from qualified individuals for four tenure-track positions at the level of assistant professor (or higher) to commence between July 1, 2001 and July 1, 2002. The division consists of both full time academic and clinical faculty spread among the four major teaching hospitals in Edmonton. The Division has the full range of endoscopic, laboratory, and radiological facilities. A postgraduate College-approved resident training program and established research programs in fundamental, clinical and community-based research. Research interests include basic science (molecular and cell biology), translational research (diagnosed and treated regimens) and translational for MD and PhD scholars with demonstrated interests in the areas of mucosal immunology and injury and repair, nutrition and metabolism, and basic molecular pathology. Clinical research positions (35% teaching, 65% research) are available for MD scholars with an interest in health outcome and clinical epidemiology, gastroenterological and hepatological monitoring function. Additional MD scholars will be recruited with a strong interest in clinical research and translational research. These individuals will be expected to have substantial clinical teaching attributes. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding over \$170 million yearly, and more than 1,000 faculty members. Located in Edmonton, with metropolitan population of about one million, is the cosmopolitan capital of Alberta and is famous for its vibrant year-round, vibrant festival, outstanding cultural heritage groups, the Rockies and surrounding areas of 12 hours daily of sunshine and the lowest taxes in the country. Salary will be commensurate with experience and qualifications. In as-

cence with Canadian Immigration requirements, this appointment is open to Canadian citizens and permanent residents. If neither Canadian citizens and permanent residents can be found, other individuals will be considered. To apply for any position, forward by July 1, 2001, a letter of application, up-to-date curriculum vitae, a list of publications, a copy of the letter of reference to Dr. Richard N. Fedorak, Director, Division of Gastroenterology, 519 Newton Research Building, 11315 - 87 Avenue, Edmonton, Alberta, Canada T6E 2C9. The results arising from this search will be managed in accordance with provisions of the Access to Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equality in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

GENE CONSERVATION

UNIVERSITY OF BRITISH COLUMBIA — Research Associate, Centre for Forest Gene Conservation. Duties will include conducting and managing projects relating to genetic variation in Balsam fir, developing projects collecting samples, extension and some administration. Qualifications include a PhD in forest genetics, population genetics, or conservation genetics, emphasis on genetics; experience in conservation genetics and experience with either molecular genetic or ecological methods. The initial term will be one year, with opportunity for longer term employment pending funding. UBC hires on the basis of merit. We are committed to the principle of equality in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

GEOGRAPHY

THE UNIVERSITY OF REGINA — The Department of Geography invites applications for a tenure-track position in Remote Sensing, Resource Management and Geographic Information Systems at the Assistant Professor level, beginning July 1, 2001. The successful candidate will be required to teach a combination of introductory as well as advanced courses in his/her area of expertise. Descriptions of the Department's programs are available upon request. Dr. K. Murray Krutilla, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan S4S 0A2 (fax 306 525 5368). Closing date for applications is April 30, 2001. All applications will be accepted. Canadian immigration requirements, the dossier of Canadian citizens and permanent residents in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

THE UNIVERSITY OF REGINA — The Department of Geography invites applications for a two-year term position in Economic Geography and Regional Economic Development at the Assistant Professor level, beginning July 1, 2001. The successful candidate will be required to teach a combination of introductory as well as advanced courses in his/her area of expertise. Descriptions of the Department's programs are available upon request (066 585 4222) or from the University of Regina website <http://www.univregina.ca/arts/geography>. Candidates must have a PhD in geography or related discipline and be able to contribute to the Department's undergraduate and graduate programs. Applicants should submit a curriculum vitae and three letters of reference to Dr. K. Murray Krutilla, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan S4S 0A2 (fax 306 525 5368). Closing date for applications is April 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

GEOLGY

SIMON FRASER UNIVERSITY — The Department of Earth Sciences invites applications for a Lectureship in Geology commencing September 1, 2001. This is a teaching (non-research) appointment and successful candidates will be an excellent teacher in lecture, seminar and fieldwork modes of instruction. M.Sc. in Geology is required and a desire to lecture. The Lecturer will be required to teach a varied subset of first and second year introductory undergraduate courses including, but not limited to, physical geology, historical geology, petrology, mineralogy and petrography. Ideally one or more senior courses in the candidates' particular area of expertise. For additional information about this position, see <http://www.sfu.ca/earth-sciences/lectureship.html>. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equality in employment and often equal employment opportunity. All qualified applicants are invited to apply. Applications are requested to submit a curriculum vitae with particular emphasis on teaching experience and performance, and the names and addresses of three referees. Please indicate if you require further information. Applications should be sent to Dr. E. Heeckin, Chair, Department of Earth Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, Phone: 604-291-6537, Fax: 604-291-4198, Email: heeckin@sfu.ca. The closing date for applications is April 30, 2001.

THE UNIVERSITY OF GUELPH — The Department of Land Resource Sciences invites applications for a tenure track faculty position in Quaternary Glacial Geology. The department consists of several research groups (atmospheric science, soil science, surface geology, hydrogeology, resource management), with an emphasis on near-surface processes and the environment. The ideal candidate will have the ability to relate glacial geology to soil formation and land use. Knowledge of environmental geology and glaciology is expected. The position involves teaching undergraduate courses in Glacial Geology, Sedimentology, occasionally Introductory Geology,

Dalhousie University Canada Research Chair (Tier II) Safety in the Food Supply

Dalhousie University is seeking applications for a Tier II Canada Research Chair in the area of food safety. This tenured or tenure-track appointment will reside in the Faculty of Engineering, Department of Food Science and Technology and hold an adjunct position in the Department of Microbiology and Immunology, Faculty of Medicine.

The successful candidate will hold a PhD in Food Science, Microbiology or related discipline with specialization in food safety and foodborne pathogens. The incumbent will have a proven track record in research and be oriented to building team strength through collaborative, multi-disciplinary research. Experience with seafood safety and evidence of collaboration with the food industry would be considered assets.

Application letters must be received by April 30, 2001 and should include a curriculum vitae, research vision, contact information for three referees familiar with the applicant's professional abilities, and three sample publications. All material should be submitted in confidence to the:

Chairman of the Search Committee, Dalhousie Food Safety Research Chair
c/o Dr. Tom A. Gill, Head
Department of Food Science and Technology
P.O. Box 1600
Halifax, NS Canada B3J 2X4

Further information on the University, the position, the position, and the City can be seen at the following web sites: www.dal.ca/~foodscl; www.charts.gc.ca/english/new/index.cfm; www.dal.ca/~research/chairs.htm; www.dal.ca/~campus/halifaxns/index.html.

Dalhousie is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

INSTRUCTOR POSITIONS

PHYSICS PROGRAM FALL 2001 & WINTER 2002 SEMESTERS

CHEMISTRY PROGRAM FALL 2001 & WINTER 2002 SEMESTERS

UNBC UNIVERSITY OF NORTHERN BRITISH COLUMBIA

Founded in 1990, the University of Northern British Columbia has been in full operation since September 1994 and is ranked as eighth among the twenty-one smaller universities in Canada. UNBC has achieved remarkable early success as a center for undergraduate and graduate education in over 40 academic programs. With its main campus located in Prince George, the University has a mandate to serve the northern two-thirds of the province and offers an unbeatable combination: a strong commitment for growth, a modern and attractive campus, and a wonderful setting in the heart of British Columbia.

UNBC is offering a teaching position in the Physics Program for the Fall 2001 and Winter 2002 terms (September 1, 2001 to April 30, 2002). The successful applicant will be assigned up to six physics courses. One possible set of courses is: three first year Introductory Physics courses, two upper year undergraduate Quantum Mechanics courses, and a third year Environmental Physics course. Other possible course assignments will be considered.

The successful applicant should have a strong background in Theoretical Physics, and must provide evidence of ability to teach physics at the university level. Applicants are expected to have a Ph.D. in physics, however strong applicants in the final year of their Ph.D. may also be considered.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: Dr. Deborah Poff, Vice President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Mark Shegelski, Acting Chair of Physics, or (250) 960-6663. Email: mrs@unbc.ca. Applications received before May 15, 2001 will receive full consideration, however applications will be accepted until the position is filled.

Applications are invited for at least one full-time instructor position in the Chemistry Program at UNBC to teach in the Fall 2001 and Winter 2002 semesters (September 1, 2001 to April 30, 2002). The successful candidate will be assigned up to six physics courses. One possible set of courses is: three first year Introductory Physics courses, two upper year undergraduate Quantum Mechanics courses, and a third year Environmental Physics course. Other possible course assignments will be considered.

The successful applicant should have a strong background in Theoretical Physics, and must provide evidence of ability to teach physics at the university level. Applicants are expected to have a Ph.D. in physics, however strong applicants in the final year of their Ph.D. may also be considered.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: Dr. Deborah Poff, Vice President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Mark Shegelski, Acting Chair of Chemistry, or (250) 960-5804 or by Email: thirring@unbc.ca. Applications received before May 15, 2001 will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our Web site: www.unbc.ca

In accordance with Canadian Immigration Requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to Employment Equity and encourages applications from women, visible minorities, persons with disabilities and Aboriginal persons.

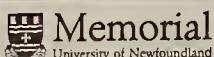
McMaster University Assistant/Associate Professor in Materials Modeling

The Department of Materials Science and Engineering at McMaster University is seeking an outstanding individual for a faculty position associated with the new McMaster University Centre for Automotive Materials. This contractually limited appointment will be made at the Assistant or Associate Professor level depending on the experience of the candidate. Applicants must have a PhD in Materials Engineering or a closely related discipline and have research interests in the modeling of microstructure development and materials behaviour, preferably related to aluminum and its alloys. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programmes and to develop a strong research programme. The position offers the opportunity to interact with the existing members of the automotive materials research group, consisting of six faculty members. The automotive materials centre will have considerable start-up funds support relevant research. It will also serve to attract additional industrial involvement. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with addresses). The position will remain open until it is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. McMaster University is an equal opportunity employer.

Please send the application materials to the Chair, Department of Materials Science and Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Our web site is <http://mse.eng.mcmaster.ca>.

CAREERS CARRIÈRES



Assistant Professor School of Social Work

Memorial University of Newfoundland School of Social Work invites applications for a tenure track position. Applicants must be eligible for registration in the Newfoundland and Labrador Association of Social Workers.

The position will involve teaching responsibilities at the BSW, MSW and PhD levels. Commencement date for this appointment is negotiable with a preferred start date of August 15, 2001. Appointments are normally made at the rank of assistant professor. Applicants should have an MSW and a doctoral degree in social work or a related discipline and are expected to have substantial post-MSW social work practice experience. Applicants should have experience in teaching and a demonstrated potential for scholarship. The successful candidate will teach from a generalist social perspective in the area of social work practice, policy and research methodology.

Applications will be reviewed upon receipt and this competition will remain open until the position is filled.

The School of Social Work is accredited by the Canadian Association of Schools of Social Work and offers two BSW Programs, an MSW Program and an innovative PhD Program. A diploma program in social work is offered in cooperation with the Labrador Inuit Association. A certificate in Addiction Counselling and courses in continuing education are also offered. Courses are offered on campus, through distance education and decentralized delivery. The School provides a range of research opportunities and has a successful record of research funding.

Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Applications containing teaching evaluations and three current letters of reference should be submitted to:

Professor Jane Dempster, Acting Director
School of Social Work
Memorial University of Newfoundland
St. John's, Newfoundland, Canada A1C 5S7
Telephone: 709-737-8044
Fax: 709-737-3503
Email: jdempst@mun.ca
Website: <http://www.mun.ca/socwrk/>

Committed to employment equity, Memorial University encourages applications from women, aboriginal peoples, disabled persons and members of visible minorities and in accordance with Canadian Immigration requirements.



Principal & Vice-Chancellor

McGill University invites nominations and applications for the position of Principal and Vice-Chancellor. The appointment, effective September 1, 2002, is normally for a five-year term and may be renewed. The Principal of McGill University works in both English and French.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications, accompanied by a curriculum vitae if possible, should be submitted by July 1, 2001 to:

Dr. Victoria Lees, Secretary-General
McGill University
845 Sherbrooke Street West
Montreal, QC H3A 2T5

McGill University is committed to equity in employment.



Principal et vice-chancelier

L'Université McGill sollicite des propositions de candidature et des candidatures au poste de principal et vice-chancelier. Le titulaire qui entrera en fonction le 1er septembre 2002, est normalement nommé pour un mandat de cinq ans, renouvelable. Le principal est appelé à travailler en anglais et en français.

Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents du Canada.

Les candidatures et propositions de candidature accompagnées d'un curriculum vitae doivent parvenir avant le 1er juillet 2001 à:

Mme Victoria Lees, secrétaire général
Université McGill
845, rue Sherbrooke ouest
Montréal (Québec) H3A 2T5

L'Université McGill s'engage à l'équité en matière d'emploi.

and participation in a graduate course in Environmental Geology. The candidate will be expected to supervise graduate students and initiate and maintain a research program. Research in genetics and stratigraphy of Pleistocene glacial sediments with emphasis on land resources and the environment will be developed. As well, collaborative research projects will be developed in hydrogeological aspects of groundwater geology, soil science, environmental engineering, and plant agriculture. The successful applicant will join an active department that consists of 17 faculty members and 10 technical staff. Faculty members are technicians fully devoted to teaching with teaching of geology courses, 35 graduate students and over 100 undergraduate students. Included among departmental instrumentation are x-ray diffractometers, atomic absorption flame and graphite furnace atomic emission columnar systems, inductively coupled plasma atomic emission spectrophotometer, isotope ratio mass spectrometer (ISNN configured), ion chromatography, thin sectioning equipment (both rock and unconsolidated materials), ground penetrating radar, image analysis hardware and soft-

ware. For field trips and research, Guelph is located in a classical glaciated landscape with two-hour drive of each day exposure of Precambrian gneissic terrains along the north shore of Lakes Ontario and Erie. Opportunities exist for collaboration with a strong geomorphology group in the Department of Geography at the University of Waterloo. Hydrogeological research is conducted at Waterloo Mathematics Consortium which includes details of academic program, names of three referees, and a list of publications should be sent to Dr. T.J. Gleispe, Chair, Department of Land Resource Science, University of Guelph, Guelph, Ontario N1G 2W1. Applications should be received by May 15, 2001. Canadian citizens and permanent residents will be considered first for this position. This appointment is a tenure track position. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

HEALTH EDUCATION

DALHOUSIE UNIVERSITY — Faculty of Health Professions

Applications are invited for a half-time limited term position in the School of Health and Human Performance at the rank of Instructor or Assistant Professor commencing August 1, 2001. This position will be convertible to a full-time probationary tenure-track position as early as PhD completion (where applicable) or within three years of the initial appointment. The Dalhousie University Faculty of Health and Human Performance is part of the Faculty of Health Professions whose mission is to show leadership in diverse and critical scholarship, education and action to effect positive change for health and well-being in the School of Health and Human Performance. The Faculty includes the Schools of Physiotherapy, Occupational Therapy, Nursing, Health Services Administration, Human Communication Disorders, the Maritime School of Sport, the College of Dentistry, the Schulich School of Business, the School of Health Sciences, the School of Nursing and the School of Health Performance. offers programs leading to Bachelor of Science degrees and Masters degrees in Kinesiology, Health Education, and Recreation and Sport Management. Dalhousie University is located in Halifax, a small, historic and culturally active city located in a province with substantial lifestyle advantages such as music, theater, festivals, ocean beaches, hiking and canoeing. The Dalhousie Faculty of Health and Human Performance offers programs leading to Bachelor of Science degrees and graduate teaching in the area of health education and health promotion. As active research is expected, protected research time is a condition of hire for this faculty workload. Opportunities are available for collaborative research in the Faculty of Health Professions, as well as in other areas including community health and epidemiology, sociology, psychology, and women's studies. Requirements for this position include a completed doctoral degree in a related field, evidence of teaching experience, publication, as well as evidence of an active or developing research and publication program. Teaching experience would be an asset. Because of the diversity of our student population and the international nature of our students, the Faculty of Health and Human Performance is making special efforts to increase the diversity of its faculty. The Selection Committee will consider Aboriginal and African Canadian applicants with Master's level qualifications or a doctorate in program areas related to health education and health promotion. The application will be considered as soon as possible after the earliest date of the appointment. This position is subject to budgetary approval. Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, evidence of effective teaching, and letters from three referees to: Dr. Tori L. Miller, Chair, Department of Kinesiology, School of Health and Human Performance, Dalhousie University, 6230 South Street, Halifax, NS B3H 3J5, fax (902) 494-5120, email: L.Miller@dal.ca. Application review will begin on April 1, 2001 and will continue until the position is filled. Dalhousie University is an Employment Equity Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, people with a disability, racially visible persons and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

INTERIOR DESIGN

UNIVERSITY OF MANITOBA — The Department of Interior Design

invites applications for a tenure track appointment at the rank of Assistant or Associate Professor in Interior Design, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD who is capable of teaching research methods and/or application in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems to management of technology, to applied experimental research. Applications should be submitted to: Dr. Michael J. Dunn, Department of Interior Design, University of Manitoba, Winnipeg, Manitoba, Canada N3Z 3G2 (e-mail: mj.dunn@umanitoba.ca; fax: 204-633-7252).

INTERIOR DESIGN

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications for outstanding individuals to secure a tenure track appointment at the Assistant or Associate Professor level in Information Systems, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD who is capable of teaching research methods and/or application in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems to management of technology, to applied experimental research. Applications should be submitted to: Dr. Michael J. Dunn, Department of Interior Design, University of Manitoba, Winnipeg, Manitoba, Canada N3Z 3G2 (e-mail: mj.dunn@umanitoba.ca; fax: 204-633-7252).

Assistant or Associate Professor of Financial Economics

Athabasca University, Canada's Open University™, invites applications for a tenure track appointment in the undergraduate School of Business.

Candidates for this position should have a PhD (or be near completion) in economics or finance. A background in money and banking, or financial services is preferred. A strong general economics background is required.

Experience in distance, adult, or on-line education, or other forms of innovative teaching will be beneficial. All candidates will be expected to provide evidence of their teaching commitment and competence, and a record of their research and scholarly activities.

The successful candidate will be part of a highly motivated team advancing the technological boundaries in business education, and delivering economic courses and business degree programs globally via the World Wide Web. The initial rank and salary will be commensurate with qualifications and experience.

Further information about this position may be obtained from Mavis Jacobs, Director, School of Business: (780) 675-6338; or email mavisj@athabasca.ca.

Athabasca University is located in the town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton. It specializes in distance education and delivers courses to approximately 25,000 students per year.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

Applicants should forward a letter of application, curriculum vitae, and the names and addresses of three referees to the Co-ordinator, Employment Services, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; fax to (780) 675-6135; or by email to resume@athabasca.ca.

This position will remain open until suitable candidates have been found; however, the selection committee will start reviewing applications in April 2001.

Athabasca University

Canada's Open University™

The University of Prince Edward Island is seeking a Research Leader In Rich-Media Learning

UPEI is developing and expanding its expertise in rich-media learning. We seek a dynamic leader experienced in analyzing the impact of technologies on learning and also in developing and applying new technologies to enhance learning.

The successful applicant will:

- stimulate and develop broader campus and community participation in rich-media learning research;
- develop opportunities for the university to partner with other organizations in rich-media research and projects;
- establish and lead a collaborative research program in applications of technology to learning.

Qualifications include a PhD (in any of a wide range of disciplines including, but not restricted to, Education, Psychology, Computer Science, English, Media Arts, Music), research track record or clear promise relevant to rich-media learning, expertise in proposal writing and prospecting, and proven ability to work with others.

Term: Two-year contract with possibility of renewal, beginning 1 July, 2001, or as soon as feasible.

Application review will begin 15 April, 2001, and continue until the position is filled.

Salary: Commensurate with qualifications and experience.

Applications, and three letters of reference, may be forwarded to: Office of the President, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3

For more information, write to president@upei.ca

To learn more about the University of Prince Edward Island, visit www.upei.ca



The University of Prince Edward Island

In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to gender equity in employment.

UPEI www.upei.ca
a GREAT small university!

CAREERS CARRIÈRES

provincial, federal, and industrial sources and the Department has excellent infrastructure to support animal research. Opportunities for collaborative research projects requiring a diverse range of research facilities in the University of Guelph and at nearby universities and medical schools are abundant. The Animal Health Laboratory at the University of Guelph serves the Veterinary Teaching Hospital and is a primary contributor to large animal and a wide range of diagnostic services and a state-of-the-art facility. The City of Guelph is a pleasant community of 100,000 people located in southern Ontario's technology triangle; approximately one hour from each of the major cities in the region. All candidates with qualifications are invited and considered with qualifications. The deadline for applications is June 6, 2001 or until a suitable candidate is found. Please send a complete curriculum vitae and the contact information for three referees to: Dr. Michael S. Swanson, Chair, Department of Pathobiology, University of Guelph, Ontario Canada N1G 2W1, Fax #519 824 5320, email pmb@uoguelph.ca. For information on the Department or University see <http://www.uoguelph.ca/pmb/biology.htm>. Items and permanent residents will be considered first for this position. This appointment is subject to final budget approval. The University of Guelph is committed to employment equity programs that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities, and Aboriginal persons.

PHILOSOPHY

GRANT MACEWAAN COLLEGE — The Arts and Social Sciences Department invites applications for a Philosophy Instructor with the Humanities Department. This is a full-time continuing position effective July 1, 2001. A PhD in Philosophy and teaching experience in introductory and intermediate level university courses is required. Applications must include a teaching dossier, a teaching portfolio, a copy of the name of three referees. Salary is based on education and experience. The closing date is Monday, April 16, 2001 at 4:30 p.m. Quotient competition No. 0103-09-01. Grant MacEwan College will accept applications by fax if agreed upon for an interview. For more information, contact Human Resources Department, Jasper Place Campus, Room 430, 1095-156 Street, Edmonton, AB T5P 2P2. Fax: (780) 497-5430. Phone: (780) 497-5434

PHYSICAL EDUCATION

UNIVERSITY OF ALBERTA — The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for a term (up to two years) position as an Assistant Professor in the area of Exercise Physiology/Biochemistry, beginning July 1, 2001. The successful candidate will

hold a doctoral degree and have a demonstrated ability and commitment to undergraduate and graduate teaching. The person filling this position will be expected to contribute to the research mission of the Faculty through development of an independent research program and collaboration with existing researchers in the area. Further information about the University of Alberta and the Faculty can be obtained from their website <http://www.ualberta.ca>. The current salary for an assistant professor at the University of Alberta begins at \$43,738. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests, and names of three referees (including addresses, phone fax and e-mail address) prior to May 1, 2001, to: Dr. Jane Watson, Associate Dean (Academic), Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta T6G 2B9 Canada. Telephone: (780) 492-2363. The records resulting from this competition will be managed in accordance with provisions of the Canadian Human Rights Act and the Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICS

THE ROYAL MILITARY COLLEGE OF CANADA IN KINGTON — The Physics Department invites applications for a tenure track position at the assistant professor level. The required qualifications are a PhD in physics or a related field, acceptable record of publications, and acceptable teaching record. Preference will be given to candidates who have demonstrated expertise in the area of Space Science. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. The successful candidate will be expected to teach courses at the undergraduate level in a physics program, and to participate in the development and supervision of undergraduate students in the laboratory and in student projects. The candidate will also be actively involved in research, including and especially in the area of Space Science, and will be required to conduct an active research program. The successful candidate will be expected to teach in English. This position requires a linguistic profile of PPPPPP (English and French) and the duties associated therewith require an ability to teach in both official languages. Interested applicants may consult the Public Service Commission Site at http://www.psc-tps.gc.ca/pp98/po_06_c.htm for further information. An eligibility list may be established and candidates who apply for this competition may be assessed to staff

similar positions with various linguistic requirements. This position will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary rate for this position is negotiable but the 1995/96 salary rate for an assistant professor was \$38,975-\$59,785. The appointment will be subject to a probationary period of three years. The position will require the following: three academic years including a teaching load of three courses per year, research interests, sample publications and names of three referees to: Dr. S. Ranganathan, Department of Physics, Royal Military College of Canada, PO Box 17000, Station Force Kington, ON K7B 1C6, telephone: (613) 541-6000, ext 6057, fax: (613) 541-6001, e-mail: ranganathan@mrc.ca. The date of application is 15 July 2001. The closing date for applications is 30 April 2001. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should be submitted with qualifications and experience. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

The University of Waterloo College of the Cariboo

— The Physical Sciences Department invites applications for a senior position in the Physical Sciences Department. The successful candidate will have a commitment to quality undergraduate teaching and research, including a selection of lecture and laboratory courses in Physics at the first and second year levels, with the possibility of a third year course in thermodynamics. This position is subject to budgetary constraints. Qualifications: PhD granted or near completion, and a highly desirable background in thermodynamics would be an asset. The Term of appointment is 1 August 2001 to 20 April 2002. The closing date for applications is 27 April 2001. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #01-019 along with names and addresses of three referees, and three (3) referees, along with a copy of graduate transcripts to Irene Bazell, Human Resources Office, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants, however, only those under consideration will be contacted.

PHYSIQUE

LE COLLÈGE MILITAIRE ROYAL À KINGSTON — Le département de physique cherche à combler une place à temps plein (poste à temps plein) au sein du collège (poste à temps plein). Les qualifications requises sont un doctorat en physique (PhD) ou équivalent, un dossier acceptable de publications et une expérience acceptable en enseignement. La préférence pourrait être accordée aux candidats

Candidates ayant démontré une expertise en science spatiale. On pourra aussi examiner les dossiers de candidats exceptionnels qui sont sur le point de compléter leur thèse de doctorat, pour une nomination au rang de maître de conférences. La date limite pour postuler est le 15 juillet 2001. Il devra enseigner au niveau du premier cycle, faire de la supervision et participer au développement des étudiants de premier cycle dans les laboratoires et dans les projets. Le candidat doit avoir une expérience de recherche dans l'enseignement et la supervision d'étudiants au niveau des degrés et troisième cycles dans les domaines de la science spatiale. Il devra développer un programme de recherche et enseignement dans les domaines de la science spatiale. Un poste de enseignement en anglais sera également demandé. On pourra également demander l'habileté de communiquer dans les deux langues officielles avec un profil imputqué PPPPP. On peut consulter le site de la Commission des services publics du Canada pour obtenir des renseignements supplémentaires sur ce qu'il faut pour obtenir un diplôme d'études supérieures en physique ou GS et EH. Des listes d'admissibilité pourront être dressées pour doter des postes semblables, dont le profil et les exigences linguistiques sont différents. L'échelle salariale pour cette offre sera négociée, mais elle

étendrait de 38 975\$ à 59 785\$ en 1999/2000. Le salaire accorde dépendra de l'expérience et des qualifications du (de la) candidat(e). La période de stage de trois ans. Un curriculum vitae, accompagné d'un résumé de publications et trois lettres de recommandations, doit être envoyé à M. S. Ranganathan, Département de physique, Collège militaire royal du Canada, CP 17000, Sud-Ouest de la Forêt, Kingstn, ON K7B 1C6, Tél: (613) 541-6000, poste 6057, Fax: (613) 541-6001, e-mail: ranganathan@mrc.ca. La date prévue d'entrée en fonction est le 1 juillet 2001. La date limite d'admission des candidatures sera le 30 avril 2001. Selon la loi sur l'emploi dans le secteur public, le poste sera offert au personnel sujet à budgetary approval. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

Collège militaire royal du Canada est une institution bilingue mixte et ce poste est offert également aux femmes et aux hommes.

POLITICAL SCIENCE

THE UNIVERSITY OF WINNIPEG — The Department of Political Science invites applications for a tenure-track appointment at the assistant professor rank in Political Theory/Philosophy. The successful applicant will be expected to teach courses in political theory, philosophy, and political methodology. Candidates should have an active research program in a field related to the teaching duties. Candidates with a PhD and teaching experience will be preferred. This appointment will be subject to budgetary approval. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

L'Université de Moncton, établissement de langue française en milieu académien, recherche des candidatures afin de pourvoir le poste suivant :

Titulaire de la chaire d'études K.-C.-Irving en développement durable

Situation :

Créée en 1993, la chaire d'études K.-C.-Irving en développement durable (www.umoncton.ca) œuvre selon une approche systémique et intégrée. Son mandat est de contribuer au développement des connaissances et à la formation d'individus bien équilibrés pour faire face aux défis du développement durable. Un tel mandat exige que la chaire appuie ses travaux de recherche sur des groupes de chercheurs et chercheurs provenant de plusieurs disciplines. La chaire vise à intégrer les quatre dimensions suivantes : écologique; socio-économique; politique et éthique; culturelle. Cette chaire bénéficie du soutien d'un fonds de dotation substantiel.

Fonctions :

Conformément à la mission de l'Université, la chaire contribue par ses activités de recherche à l'avancement des connaissances dans divers domaines du savoir reliés au développement durable. Consciente des enjeux globaux, la personne choisie sera prête à agir localement (ex.: secteurs maritime et forestier) et à transformer les rapports dans le milieu où elle évolue.

Formation :

La ou le titulaire détient un Ph.D. ou l'équivalent et possède une expérience interdisciplinaire substantielle en études environnementales.

Durée du mandat :

Le mandat est normalement de cinq ans, renouvelable.

Entrée en fonction :

Les candidatures seront étudiées à partir du 17 avril 2001. Les personnes intéressées à soumettre ou à proposer une candidature sont priées de faire parvenir un dossier complet, incluant un curriculum vitae, un plan de recherche détaillé de cinq ans en fonction des objectifs de la chaire et, aux fins de référence, les noms et coordonnées de cinq personnes, au doyen, Faculté des sciences, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : (506) 858-4301; télécopieur : (506) 858-4541; courriel : bourquch@umoncton.ca

UNIVERSITÉ DE MONCTON

Un accent sur le savoir

L'Université de Moncton soutient à l'égalité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

Assistant Professor or Lecturer Health Promotion

The Faculty of Health Sciences invites applications for either a Probationary (tenure-track) faculty position at the rank of Assistant Professor or a Limited-Term position at the rank of Lecturer with expertise in areas related to healthy lifestyle/health promotion for our new undergraduate program in Health Sciences (BHS). Of particular interest are candidates with a PhD degree in an area of health promotion with expertise in community health and/or health education. Responsibilities of the successful applicant will include teaching in undergraduate courses in health promotion and implement a health promotion practical course. Ability to teach critical appraisal methodology is an asset. In addition, graduate teaching, conduct of research and service to the University community is anticipated.

The Faculty of Health Sciences consists of five well-established and highly successful Schools (Communication Sciences and Disorders; Kinesiology; Nursing; Occupational Therapy; and Physical Therapy) and an interdisciplinary program – Bachelor of Health Sciences. The Faculty is home to a number of specialized research and training centres, including the Canadian Centre for Activity & Ageing, the National Centre for Audiology, the International Centre for Olympic Studies; Children's Developmental Disability Centre; Fowler-Kennedy Sport Medicine Clinic; Weider Chair in Exercise Nutrition; the Human Motor Performance Laboratory; the Exercise & Pregnancy Laboratory; and the Nursing Research unit. In addition to the Faculty's many research centers numerous options for collaboration exist within the London and surrounding area. Further information on the Health Sciences program and the Faculty is available at www.uwo.ca/hs.

The effective date of the appointment is July 1, 2001. A Limited-Term position will be up to five years and a Probationary appointment will be for a six-year term. Nominations and applications for both internal and external candidates are required by Friday, May 18, 2001. The curriculum vitae and names of three referees will be regarded as confidential until interview candidates have been determined. Submit documentation to:

**Dr. Angelo Belcastro, Dean
Faculty of Health Sciences
Room H112, Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1**

Postes sont subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, aboriginal persons and persons with disabilities.



The University College of the Cariboo

invites applications for the following faculty positions:

- Marketing and Management
- Journalism
- Education – Language and Literacy
- Education – Instructor/Practica Coordinator
- Psychology
- Geography
- Adventure Guide
- Social Work
- Natural Resource Science
- English – 1 year term position
- History – 1 year term position
- Mathematics/Economics or Mathematics/Computing – combined position at our Williams Lake Campus
- Nursing – Williams Lake Campus

*For further information about these positions,
please visit our website at:
<http://www.cariboo.bc.ca/hr/job.htm>*

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity. Please forward current curriculum vitae, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

**Irene Bazell
Human Resources Officer
The University College of the Cariboo
PO. Box 3010
Kamloops, BC V2C 5N3**

*We wish to thank all applicants;
however, only those under
consideration will be contacted.*

**THE
UNIVERSITY
COLLEGE
OF THE
CARIBOO**



'Crisis Talk' Prompts Hope for More Funding

By RONALD MELCHERS

UNIVERSITIES appear poised on the edge of the biggest faculty hiring boom since the 1960s when the conjugated effects of the post-war baby boom and new thinking about access to higher education saw more than 18,000 new faculty hired at Canadian universities in a single decade, more than tripling the total number of faculty teaching at Canadian universities and exceeding the total number of new faculty hirings for the next three decades.

But what evidence is there today that such a phenomenon is to be repeated? More to the point, who stands to benefit from the conviction that this is so?

The rapid expansion of post-secondary education in the sixties had dramatic consequences on academic life. Public capital spending for higher education soared to record levels as entire campuses sprung up from the ground. University labour costs increased at a rate yet faster than that of hirings as average faculty salaries soared by 36 per cent in "real" terms (adjusted for inflation) over the course of decade, even as average age of faculty dropped dramatically to under 39 years of age in 1970.

A front-page headline in the *Globe and Mail* for Nov. 3, 1959 reported a call by then University of Toronto president Claude Bissell for exceptional measures to recruit scholars from the U.S. and abroad. These measures included such things as moving costs, mortgage assistance, improved employee benefits and generous travel funds.

The trends continued until the seventies. The number of hirings tapered off after 1970 and began to fall further and further behind the growth in enrolments. The university construction boom wound down by 1973 and average faculty real salaries peaked at their historic level in 1976, just as university professors began to unionize in an effort to preserve the advantages they had gained.

The decades since then have seen university expenditures on both capital and labour fall far behind increases in enrolments. By the end of the seventies, increases in the number of faculty had begun to fall behind both enrolment and university revenues.

Real salaries of university faculty stagnated after the mid-seventies as university payrolls felt the pressure of faculty aging up through the wage structure. In fact, when this effect of aging is discounted for, real faculty salary scales declined by 15 per cent from 1971 to 1998.

In the past decade, enrolment declines, severe cutbacks in public funding, a decline in faculty numbers and in real faculty salaries have all contributed to making post-secondary education one of the fastest declining sectors in the services-producing economy. Little wonder the prospect of a return to the heady 1960s has captured the imaginations of so many observers.

University presidents have been on the front lines getting the message out. First the Association of Universities and Colleges of Canada asked a former president of Carleton University to examine the issue. Then the Council of Ontario Universities commissioned a study of enrolment and faculty renewal piloted by a former president of Queen's University and aided by a reputable consulting firm. Now faculty associations and their provincial and national representatives have also joined in the chorus of voices warning of an impending crisis.

But, so much consensus should raise doubts, if only to follow the advice of Descartes: "it is necessary that at least once in your life you doubt, as far as possible, all things."

Elizabeth Bowen said: "Nobody speaks the truth when there's something they must have." University presidents must have more public funding to respond to this crisis. They must have more autonomy in seeking and maintaining control over their own source revenues. University presidents especially must have more freedom from what they consider to be burdensome collective agreements if they are to rise to the coming challenge and any who oppose such laudable measures are a danger to the public good.

Finally, faculty associations now joining in the calls to action must have more bargaining clout for their members and faculty must have better salaries and working conditions if the university is to be able to attract and retain the "best and the brightest." To achieve these ends all must have the ear of the media and the public if they are to influence public policy. The sense of urgency brought to a situation by impending crisis serves all these competing ends though not all equally.

What evidence do we have of an impending surge in enrolment, a crumbling of Canada's university campuses and a crisis in faculty renewal and retention? Before we examine this evidence, it must be pointed out that the physical deterioration of campuses, the decline of the university teaching profession and soaring student-faculty ratios have been going on over the past three decades with little apparent relation to the level of public funding.

In good times and yet more so in bad times, university decision-makers have used their discretion to spend elsewhere. Trusts, endowments, special purpose funds, university research and non-teaching operations have always received higher priority in financial decision-making than buildings, teachers and students. So, why are we now to believe that future new revenues will flow to these purposes?

The case supporting a dramatic increase in enrolment has been overstated. There is certainly evidence the enrolment decline of the nineties is now ended for most universities and will continue to recover for another decade. Ontario universities in particular will soon experience a short-term surge in enrolments when the final year of secondary education is abolished and a "double-cohort" arrives at their doors.

However, this recovery in enrolment is not affecting all universities equally, and is indeed not affecting many at all. As Professor Marvin McInnis pointed out at a recent OCUPA conference on the faculty renewal crisis, most of this demographic pressure comes from an echo of past immigration and migration. Immigrants whose children are now arriving at university concentrated themselves in a few major urban areas, principal among them the Greater Toronto Area and lower mainland British Columbia. They were joined by immigrants from declining regions.

When the impact of the spiraling costs of attending university on the "hometown university" advantage is factored into the equation, it is clear that enrolment increases will be a localized phenomenon. Most universities and most provinces are not expected to experience any enrolment increases over the next decade and many will continue to experience declines. Furthermore, a decline in the birth rate after 1991 will result in a renewed decline in potential university admissions by the end of the current decade.

Much of the projection for higher future enrolment is based upon projections for a dramatic increase in the rate of participation in university education among 18- to 24-year-olds. This also may not be as durable a phenomenon as is advanced by some authors and commentators. Projecting future labour market trends, and even more so future responses to these trends, has always been a very dubious exercise.

Trusts, endowments, special purpose funds, university research and non-teaching operations have always received higher priority in financial decision-making than buildings, teachers and students. Why are we now to believe that future new revenues will flow to these purposes?

A particular cause for second thought on these participation projections might be the rapidly changing nature of the college sector and its relationship to universities. The intent of present public policy is to revitalize the college sector so as to ensure its survival. The conferring of degree granting status to colleges, generalized transfer of credit arrangements with universities and the emergence of a two-tier university system with most institutions relegated to non-research teaching missions are all steps in a redesign of post-secondary education in Canada.

We appear to many to be headed towards an American-style expanded college system occupying a broad-based lower tier in a hierarchical post-secondary education system. This sector will be hiring teachers below the fully qualified PhD level. Yet, this is not given weight in most projections for faculty demand.

There are similar trends towards hierarchical restructuring of faculty within universities themselves. The recent growth of non full-time, non tenure-track appointments has already been noted. With the significant exception of the very deep 1997 Ontario funding cutbacks, a tide that lowered all boats, this trend has accelerated. Rather than a purely

financial measure, this seems to be part of a more fundamental restructuring of university teaching in particular. There is again no reason to believe that any restoration or growth of funding would reverse it.

Projections of a "crisis" also accelerate somewhat the timing of faculty retirements. Those entering the academic career stream in the 1960s and early 1970s were young, often in their mid-twenties. The average age of retirement for university faculty is very high when compared to other high income earners in the labour market, much closer to age 65 than to "freedom 55."

This is in large part a consequence of the unique skewing of career earnings of faculty towards the end of the career, which creates considerable incentive for older professors to remain employed as long as possible. In 1999-2000, there were just over 3,000 university professors aged 60 or over employed in Canadian universities (12 per cent of the total), essentially the same number as a decade earlier and close to what one would expect in that elusive "steady state" demographic model.

The largest cohort of future retirees (39 per cent of all faculty) are still in their 50s and remain as much as a full decade away from retirement. With very few exceptions, most universities will see their largest number of retirements occur just as the current demographic enrolment surge ends by 2012. Finally, none of the projections supporting the "crisis" hypothesis make allowances for the growing pool of faculty retirees eager to continue working, often less than full-time, full-year. As their ranks grow, so may pressures for new hiring recede.

There are also questions that can be asked as to projections of the supply of university teachers. When most faculty now approaching retirement were hired, a majority of PhD holders found employment in universities. According to the 1996 census, universities employed one-half of PhD holders over age 55 while employing only 27 per cent of PhD graduates aged less than 40. According to more recent information from the National Graduate Survey, university "take-up" is less yet in the fields of greatest projected demand.

It is true that early career earnings for PhD graduates employed by universities are less attractive than most outside opportunities, and this is true of all disciplines not just those in high demand. But this does not appear to have had any significant dissuasive effect on university hiring. Nor is this disadvantage immutable.

Furthermore, the work performed by PhD graduates inside and outside academe is already tending to diversify and ultimately may converge as a result of the increased role of the private sector in university research. The argument that

there are insufficient highly qualified candidates for academic appointments is simply not always made convincingly.

So what is the goal of this "crisis talk"? My guess is that what is being sought is not so much understanding as it is simply the power to influence the public agenda. In "crisis talk" each party attempts to portray its own "must haves" as the only true solution to the impending crisis, disqualifying all opposition as uninformed and constituting an obstacle to the urgent task at hand. In this struggle for influence, it is less the quality of one's facts and argument that wins the battle than it is the influence one is able to gain.

I would caution anyone eager to enter the fray. Arguments for urgency and haste are double-edged swords and haste can dissipate intent. While there may be less than appears in the arguments, there is undoubtedly more than appears in the intentions of those wielding them. ■

Ronald Melchers is associate professor of criminology (criminal justice policy) at the University of Ottawa.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhame, managing editor, for details (lizaduhame@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

Tribune libre est une chronique régulière du *Bulletin*. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhame, la réadrice en chef (lizaduhame@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.